



Peace Corps 2008 Volunteer Survey Global Report



Office of Strategic Information Research and Planning

Peace Corps 2008 Volunteer Survey Global Report



Office of Strategic Information, Research and Planning

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Executive Summary

I. Introduction

The 2008 Biennial Volunteer Survey is one important tool the Peace Corps uses to assess progress toward its goals and identify challenges. It draws upon the experiences of currently serving Peace Corps Volunteers to determine what is working well and what may need improvement.

- The 2008 survey was administered from May through August of 2008. The 4,227 survey respondents represent 60 percent of the 6,755 Volunteers serving in 65 posts in June of 2008. The demographics of the 2008 Volunteer Survey respondents are comparable to the demographics of all Volunteers as of June 2008.
- This report presents detailed findings from the 2008 survey and compares them, where appropriate, to findings from previous years' surveys and to the Close of Service Surveys.

II. Volunteer Satisfaction with Peace Corps Service

Volunteers express a high level of satisfaction with their service. Volunteers provide perspectives on how well Peace Corps' program addresses needs of the host country.

- Almost all (94 percent) of the Volunteers are satisfied with their overall Peace Corps service.
- More than 90 percent intend to complete their service, would recommend Peace Corps service to others, and would not change their decision to join the Peace Corps.
- Volunteers' level of satisfaction increases over time. Thirty percent of Volunteers who had served more than a year report *exceptional* satisfaction, compared to 18 percent of those serving one year or less.
- Forty-four percent suggest the program in their country of service should be expanded or maintained as is; 46 percent suggest it be refocused or redesigned.

Volunteers' experiences largely match their expectations, but not totally.

- Seventy-four percent report their Peace Corps experiences *moderately* to *exceptionally* match their expectations.
- Seventeen percent of the Volunteers noted their overall Peace Corps experience was easier or better than expected; 14 percent said it was harder or more disappointing.
- Two of the most frequently cited differences between pre-service expectations and Peace Corps experiences were primary assignment work and living conditions in the community.
- The aspects of service found to be better or easier than expected included living conditions, access to technology, and ways to communicate with those back home.
- Volunteers have observed it is difficult to describe a Peace Corps experience; you have to live it.

"I suppose I expected more answers to the millions of questions that arise every day. Now that I am here I understand that it is very difficult to paint a realistic picture of being a PCV because every country/community/Volunteer is different."

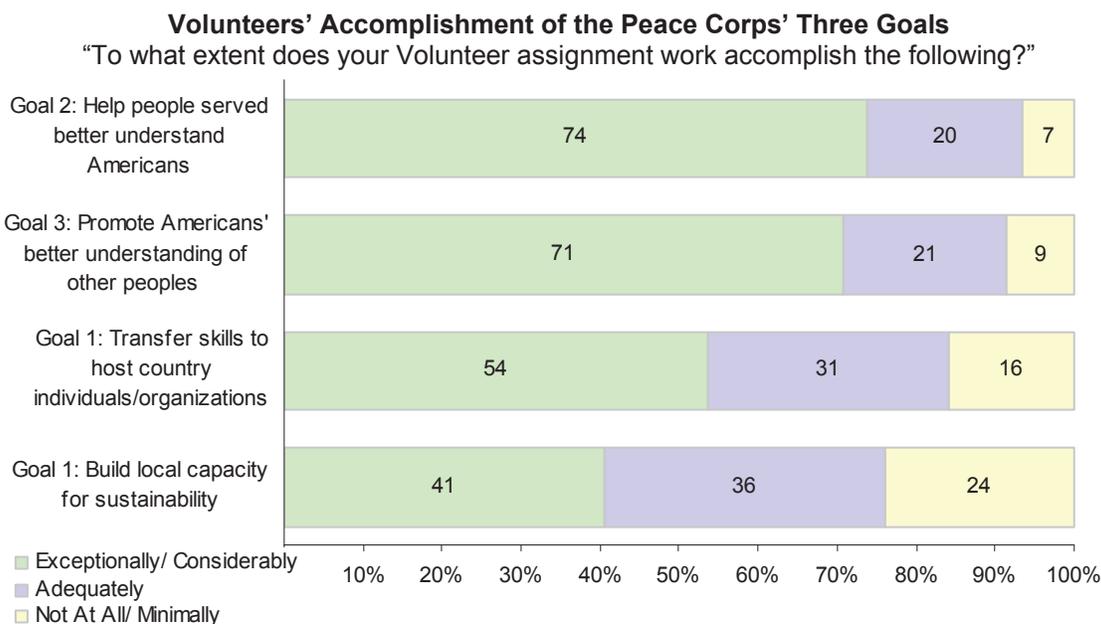
Volunteers gain a great deal of personal satisfaction from their Peace Corps work. However, the skills and experience of some Volunteers are underutilized.

- Most Volunteers (91percent) report *moderate* to *exceptional* levels of personal satisfaction from their Peace Corps work.
- Most (84 percent) report their skills, interests, and experiences were used *adequately or better* by their primary assignment.
- Sixteen percent report their skills and interests were *not adequately* used in their primary assignment work. This is an improvement from 2006 when 21 percent of Volunteers reported their skills and interests were not being adequately used.

III. Volunteer Goals and Impacts

Most Volunteers are accomplishing Peace Corps’ Goal 1 “To help the people of interested countries in meeting their need for trained men and women” by transferring skills to, and building capacity of, host country partners.

- Most Volunteers (85-87percent) are clear about their project goals, activities and responsibilities; 88 percent report their work meets the objectives of the project *adequately or better*.
- Eighty-five percent report their work *adequately to exceptionally* transfers skills to host country individuals and organizations.
- Seventy-six percent report their work *adequately to exceptionally* builds local capacity for sustainability. This is an increase from 66 percent on the 2006 survey.



Almost all Volunteers are achieving Peace Corps’ Goal 2 and Goal 3.

- Almost all (94 percent) Volunteers are *adequately to exceptionally* achieving Goal 2: “promoting a better understanding of Americans among those people served.”
- Almost all (92 percent) Volunteers are *adequately to exceptionally* engaging in Goal 3 activities: “promoting a better understanding of other peoples on the part of Americans.”
- Almost all Volunteers (96 percent) are using newer technologies to share information about their experience with friends and family (electronic updates, blogs, twitters, email), as well as

traditional approaches of stories and/or photos.

"I am very conscious of the fact that I am a representative of the United States 24/7 and try to do nothing that would jeopardize the HCNs' opinion of America. I am vocal about the differences between countries while being sensitive to my host country."

IV. Peace Corps Assignments and Work Activities

Volunteers work in a defined number of sectors and conduct multiple activities, through primary and secondary assignments.

- Seventy-seven percent of the Volunteers are concentrated in three sectors: education (30 percent); business (27 percent); and health (20 percent).
- The remaining 23 percent work in environment (8 percent), agriculture (8 percent) and youth development (7 percent) sectors.
- The most common primary assignments are English teaching (19 percent), health (11 percent), and community development (9 percent).
- Volunteers are working with youth in all sectors and in their secondary assignments.
- Eighty-four percent reported working more than 20 hours per week across their primary assignment and secondary activities. The average number of hours spent on both primary work and secondary activities is 34 hours.

V. Volunteers Working in HIV/AIDS

Half of the Volunteers conduct HIV/AIDS-related activities. Peace Corps training prepares the majority *adequately* or *better* for this work. Measuring the effectiveness of the HIV/AIDS-related activities remains a challenge.

- Fifty-five percent of the Volunteers (55 percent) work in some type of HIV/AIDS effort.
- The health sector has the highest proportion of Volunteers (68 percent) conducting HIV/AIDS activities. The youth sector has the second highest percentage of Volunteers involved in HIV/AIDS activities.
- Thirty-six percent of Volunteers involved in HIV/AIDS activities indicated that Peace Corps training had prepared them *well* or *very well* for their HIV/AIDS work. Another 40 percent had been *adequately* prepared.
- Thirty-two percent believe their HIV/AIDS work is *often* to *almost always effective*; more (41 percent) believe their HIV/AIDS work is *seldom* or *sometimes effective*. Higher percentages of Volunteers (39 percent) working in HIV/AIDS as part of their primary assignment or secondary activities rated their work as "more effective" (*often* + *almost always effective*) than Volunteers with less involvement in HIV/AIDS (18 percent).
- Challenges encountered in the HIV/AIDS field stem from the Volunteer's inability to follow up with programs, lack of knowledge about how to measure effectiveness, and the difficulty of discussing AIDS and sexual issues in the community.

VI. Life in the Peace Corps

Volunteers of all ages report being well integrated into their communities. Volunteers age 50 and older experience more challenges with learning local languages.

- Seventy-five percent live in rural villages or towns (excluding outer islands.)
- Almost half (46 percent) must travel more than six hours to reach the Peace Corps office.
- Only a third of Volunteers *always* have electricity (34 percent) and running water (28 percent).
- Almost two-thirds of Volunteers report living with a host family both during and after pre-service training (PST). Most other Volunteers lived with a host family only during PST.
- Sixty-five percent consider themselves to be *well* or *very well* integrated into the community and 48 percent report communicating in the local language *well* or *very well*.
- Volunteers age 50 and older (50+) are not different from other Volunteers in terms of community integration, but 46 percent of 50+ Volunteers report speaking the local language *poorly* or *not at all*, compared to only 16 percent of younger Volunteers who report poor local language skills.
- The major sources of stress (*considerably* or *exceptionally stressful*) are:
 - Cultural issues (37 percent)
 - Primary assignment (34 percent)
 - Isolation/loneliness (29 percent)
 - Local language (26 percent)
- Sixty-seven percent of the Volunteers always have access to cellphones and 45 percent always have access to a computer at their home. Access to both is slightly lower at their worksite.
- Seventy-two percent rated the effectiveness of their communication resources for contacting in-country staff as *good* or *excellent*.

VII. Training for Peace Corps Assignment

Overall training was rated positively by Volunteers and these ratings showed an increase over 2006.

Pre-Service Training (PST)

- In the majority of posts, Volunteers think their pre-service training (PST) prepared them *adequately* or *better* for their Peace Corps service.
- Volunteer training to maintain *personal safety and security* (78 percent) and *personal health* (69 percent) are rated as the most effective of the training topics.
- The least effective training is preparing them to work with counterparts (31 percent), performing technical aspects of their work (27 percent), and using Participatory Analysis for Community Action (PACA) and monitoring project goals and outcome (24 percent each)
- Volunteers who recommended more technical and language training expressed their desire for more:
 - Practical experience to apply their technical training
 - Focus on the technical vocabulary relevant to their work
- Training topics are ranked in almost the same order in the 2008 survey as in the 2006 survey. The major difference is more Volunteers in 2008 ranked all of the PST topics as *effective* or *very effective*, for a more positive ranking than in 2006.

In-Service Training (IST)

- Volunteers' positively evaluated IST courses for maintaining their personal safety and security (61 percent *effective*) and their physical health (54 percent *effective*).
- The lowest rated IST topic is how to use participatory development assessments (e.g., Participatory Analysis for Community Action or PACA).

- Volunteers recommended allocating more IST time to specific technical topics such as capacity building methods; proposal writing and project design; monitoring and evaluation; and PACA.

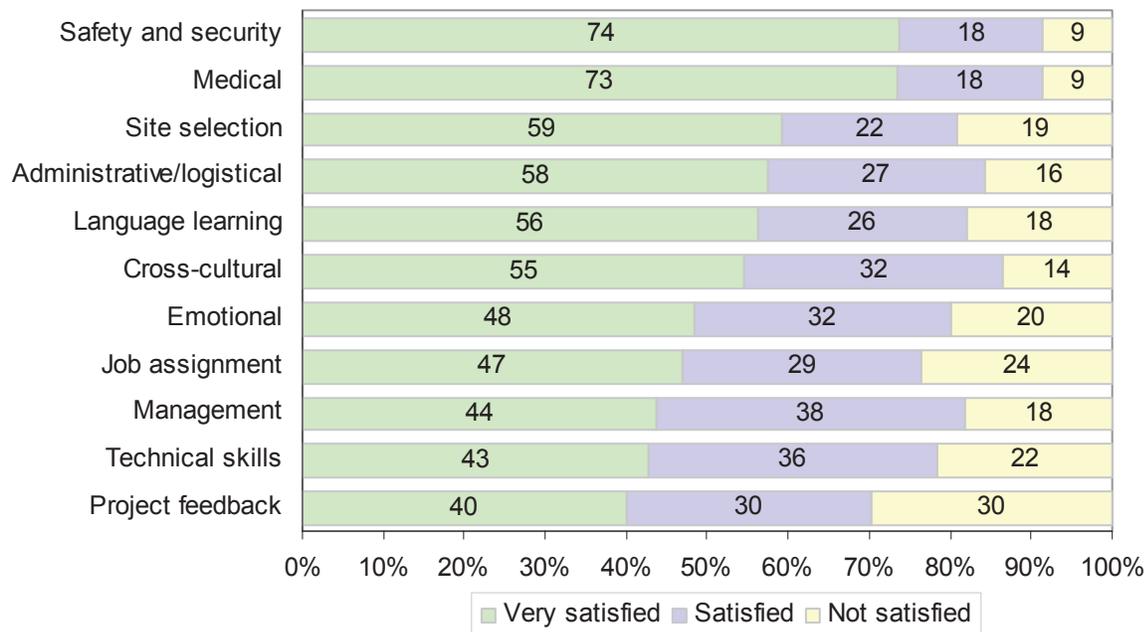
VIII. Peace Corps Staff Support

Volunteers receive adequate support from Peace Corps in-country staff.

- Seventy-two percent had adequate housing as soon as they arrived at their sites, and almost all (91 percent) had adequate housing within three months of their site assignment.
- A majority of Volunteers found both the host country individuals with whom they work and their sites were *adequately* or *better* prepared for their arrival (74 percent and 79 percent, respectively).
- Most Volunteers are very satisfied (*considerably* or *completely*) with in-country Peace Corps staff support from safety and security and medical staff.
- Eighty-two percent reported the visits from PC staff provided *adequate* information.
- Of the Volunteers who experienced a personal emergency, 73 percent reported they received at least *moderate support* from Peace Corps.

Volunteers' Satisfaction with the Peace Corps' In-Country Support

“How satisfied are you with the following support provided by the Peace Corps staff in your host country?”



IX. Volunteer Safety and Security

Volunteers rate the Peace Corps' safety and security training and staff support very positively.

- Most felt *adequately safe* or *very safe* where they lived (95 percent) and worked (98 percent).
- Sixty-five percent felt *well informed* or *very well informed* about in-country events that might affect their safety.
- The Peace Corps was the most frequently specified source of information about in-country safety events.

Crime and Harassment

- Fifty-two percent reported they did not experience any type of crime within or outside of their community during the year.
- The most common crimes experienced were theft (31 percent), burglary (13 percent), and physical assault (10 percent).
- The most frequent reason given for not reporting most crimes was that these crimes were *too minor or common to report*.
- The most frequent types of discrimination or harassment reported by Volunteers were:
 - Racial/color/ethnic (91percent)
 - Sexual (verbal) (90 percent)
 - Anti-American (88 percent)
 - Gender (71percent)

X. Conclusions and Recommendations

Overall, Volunteers in 2008 were safe, healthy, and engaged in very personally satisfying work. Nevertheless, Volunteers recommended the following types of improvements:

- Provide Volunteers more/better training in working with counterparts, speaking the local language, and performing technical aspects of the work
- Provide Volunteers more support with their primary assignment and cross-cultural issues
- Consider ways to refocus or redesign the in-country Peace Corps program to better meet the host country's needs
- Allow sufficient resources for posts to conduct site preparation and development to make sure the counterpart and key community members understand the Peace Corps' mission
- Better match Volunteers' skills with their communities' needs
- Re-consider some sites where Volunteers are assigned to work
- Provide more information to Volunteers on how to measure the effectiveness of their HIV/AIDS-related efforts
- Encourage Peace Corps applicants to moderate their expectations about Peace Corps

I. Introduction

The 2008 Biennial Volunteer Survey is an important tool the Peace Corps uses to assess progress toward its goals and identify challenges. The survey has evolved from an 80-question questionnaire in 1975 to today's expanded version. The overall goal remains constant—to draw upon the experiences of our Volunteers to determine what is working well and what may need improvement.

The 2008 BVS collected feedback on eight areas involving training, programming, staff and host country support, safety, and accomplishments. The 4,227 survey respondents to the 2008 BVS represent 60 percent of all Volunteers serving in 65 posts in June of 2008.

This report presents the detailed findings from the 2008 survey and compares them, where appropriate, to findings from previous years' surveys and to the Close of Service Surveys. Following the Introduction, Chapter II presents information on three key aspects of Volunteer satisfaction. Chapter III discusses Volunteers' assessments of their achievement of the Peace Corps' three goals, including their impact on host country people and communities.

Chapter IV reports on the work Volunteers do. Chapter V provides an in-depth look at Volunteers' HIV/AIDS efforts. Chapter VI, "Life in the Peace Corps," reports on Volunteers' living conditions, while Chapters VII, VIII, and IX focus on Volunteer feedback about training, in-country support, and safety and security. Chapter X "Conclusions" take key findings to the next logical step, that is, what can be concluded based on the 2008 BVS findings.

Appendix A presents the demographic characteristics of the 2008 BVS respondents, which are comparable to the demographics of all Volunteers as of June 2008. The demographics of the respondents are comparable to the Volunteer population. The 2008 BVS questionnaire is in Appendix B.

Changes from the 2006 Volunteer Survey

An advisory panel with representatives from most Peace Corps headquarters offices, as well as posts' country directors, reviewed the 2006 survey questions and recommended several changes that were incorporated in 2008. In general, such changes were minimal in order to maintain continuity with previous surveys. The changes included the following:

- Many open-ended questions were added to the questions, asking respondents to select one or more answers from a fixed set of choices, allowing respondents to answer in their own words.
- A new open-ended question asking Volunteers about their second goal activities was added.
- Four of the seven crime definitions were revised to match those in use by the Office of Safety and Security (OSS), and new examples were provided. Volunteers were asked to list crimes they experienced in accordance with where they occurred (i.e., within or outside the community).
- Questions about pre-staging materials were dropped, and new questions were added about Volunteers' pre-service expectations in relation to the realities of their service.

Methodology

The 2008 Biennial Volunteer Survey (BVS) was conducted from May through August of 2008. Most of the 4,227 survey respondents (84 percent) completed the 2008 BVS through a secure Internet connection. Online survey respondents had the option of stopping and restarting where they left off, although most Volunteers completed their online survey during a single online session. Paper surveys were provided to posts for Volunteers without Internet access.

Most survey questions asked Volunteers to rate or respond on a five-point scale from lowest (1) to

highest (5), with the middle value (3) equal to “adequate.” When appropriate, the survey asked Volunteers to mark all that applied or fill in the blank with a number. The survey also included seven major open-ended questions so respondents could answer in their own words; major themes of the Volunteers’ detailed responses to these open-ended questions are included in this report.



II. Volunteer Satisfaction with Peace Corps Service

Six measures of satisfaction are used in the survey and are the focus of the discussion in this chapter. Initially, Volunteers' responses to four measures are presented: overall satisfaction with Peace Corps service, making the same decision to join Peace Corps today, recommending Peace Corps service to others, and intention to complete their service.

Two additional measures of Volunteer satisfaction are then discussed: the differences between Volunteers' pre-service expectations and actual experiences and Volunteers' personal satisfaction with their Peace Corps work.

The last section of the chapter presents the results of a final question about Volunteers' assessment of the overall Peace Corps program in their host country.

How satisfied are Volunteers with their Peace Corps service? The majority (94 percent) of the Volunteers report being satisfied on four measures: their overall satisfaction with Peace Corps service, making the same decision to join Peace Corps today, recommending Peace Corps service to others, and intention to complete their service.

Satisfaction with Peace Corps Service

Most Volunteers were either *considerably* (45 percent) or *exceptionally* (25 percent) satisfied with their Peace Corps service. Only 22 Volunteers (0.5% rounded up to one percent in the figure below) said they were *not at all* satisfied (Figure 1).

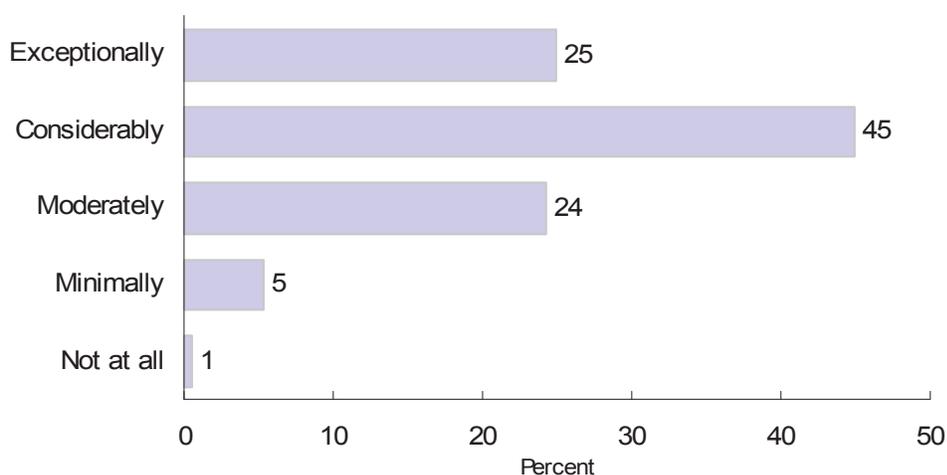


Figure 1.
How personally satisfying is your overall Peace Corps service?
(n=4062)

(question H1)

Do Volunteers become more satisfied with their overall Peace Corps service over time? Yes. Volunteers' perceptions of their Peace Corps service and overall experience become slightly more positive the longer they serve. A comparison of Volunteers by length of service shows that Volunteers who have served more than one year are more satisfied, more sure they would make the same decision again, and more definite about their willingness to recommend Peace Corps service to others than Volunteers who have served one year or less. Nearly twice as many (30 percent) of the longer serving Volunteers reported *exceptional* satisfaction compared to only 18 percent of those serving one year or less.

Increased satisfaction over time may be explained by the fact that it takes time for Volunteers to feel comfortable with, and rewarded by, their Peace Corps work. This explanation is supported by the fact that

in 2008, almost half (47 percent) of Volunteers about to return home said their overall Peace Corps service was *exceptionally* satisfying (2008 Close of Service (COS) Survey Report, Page 25, Question G3).

Making the Same Decision to Join Peace Corps Today

The second aspect of Volunteer satisfaction centers on willingness to make the same decision about Peace Corps, based on what they know now. Eighty-three percent of Volunteers said they would *probably* or *definitely* still join the Peace Corps. Only 6 percent of Volunteers say they would *probably not* join Peace Corps if they had it to do again (Figure 2).

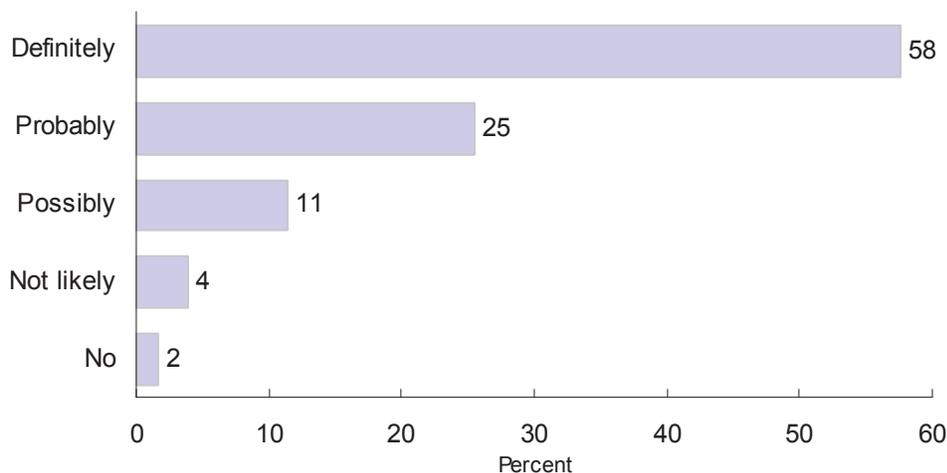


Figure 2.

Today, would you still make the same decision to join the Peace Corps? (n=4061)

(question H2)

Length of service influences this measure. A higher proportion of longer-serving Volunteers (61 percent) said they would still *definitely* join Peace Corps, as compared to only about half of Volunteers (53 percent) serving one year or less. When Volunteers about to return home in 2008 were asked this question in the COS Survey, 65 percent said they would still *definitely* make the same decision to join Peace Corps (2008 COS Survey Report, Page 25, Question G1).

Recommending Peace Corps Service to Others

Most Volunteers (83 percent) answered they would *probably* or *definitely* recommend Peace Corps service to others they thought were qualified. More than half (58 percent) would *definitely* recommend Peace Corps service. Only 3 percent said they were unlikely to recommend Peace Corps to others (Figure 3).

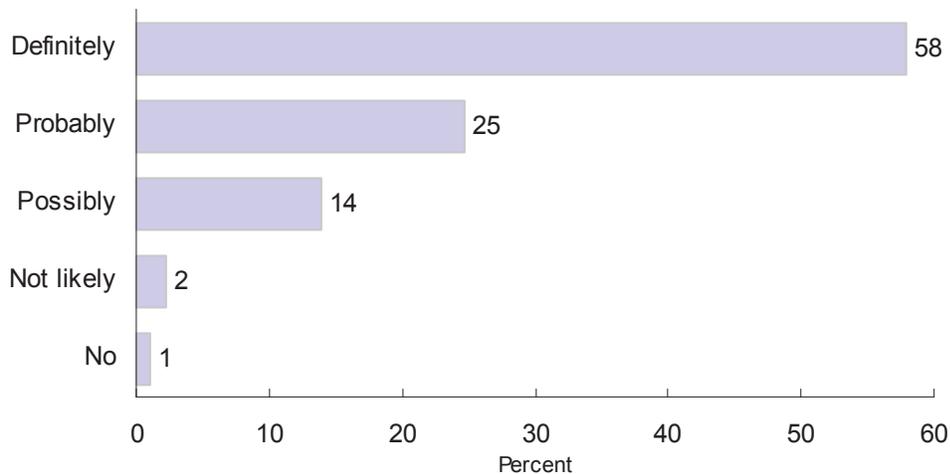


Figure 3.
Would you recommend Peace Corps service to others you think are qualified?
(n=4058)

(question H3)

There were only minimal differences in how longer serving Volunteers and those serving one year or less answered this question. Regardless of length of service, very few Volunteers said they were *not likely* to recommend Peace Corps service to others. According to the 2008 Close of Service Survey results, however, Volunteers about to complete their service were more definite about their willingness to recommend Peace Corps service to others—65 percent said they would *definitely* recommend Peace Corps to others (2008 COS Survey Report, Page 25, Question G2).

Intention to Complete Service

Finally, almost all (94 percent) of the respondents intend to complete their service, including 19 percent (about one of every five Volunteers) who report they might extend their service.

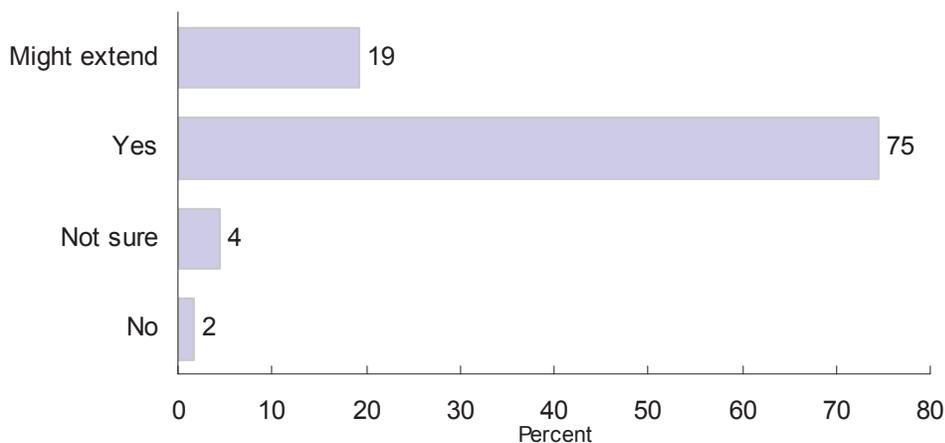


Figure 4.
Do you intend to complete your Peace Corps service?
(n=4055)

(question H4)

Seven percent of Volunteers who had been in country only a year or less said they were not sure they would complete their service, compared to only 2 percent of the Volunteers who have served for more than a year.

Expectations versus the Realities of Peace Corps Service

The 2008 BVS asked Volunteers two questions about how their actual Peace Corps experience compared to the expectations they had before their service. The first question asked Volunteers to rate how well their Peace Corps experiences matched their expectations of service by selecting the most appropriate of five possible responses from *not at all* to *exceptionally*.

Three-quarters of the Volunteers (74 percent) reported their expectations and experiences were at least *moderately* well-matched. The remaining 26 percent answered that their experiences only *minimally* matched or did *not at all* match their pre-service expectations. There was virtually no difference between how longer serving Volunteers and those serving one year or less responded (Figure 5).

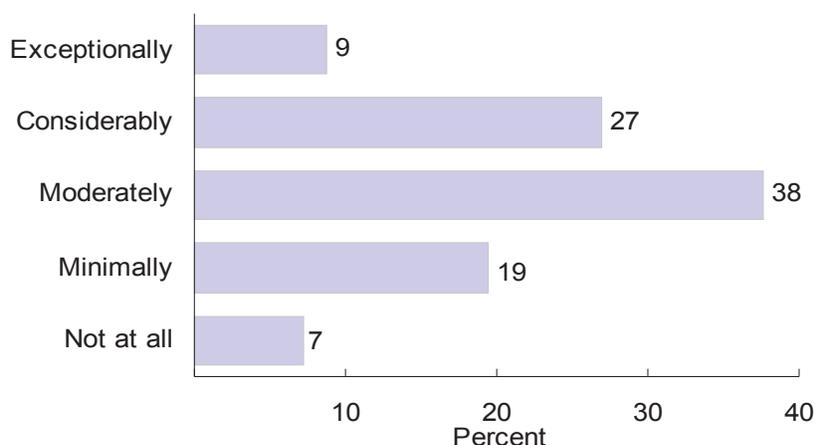


Figure 5.

How well do your Peace Corps experiences match the expectations you had before you became a Volunteer? (n=4055)

(question H5)

The second question asked Volunteers to describe what was different between their Peace Corps experiences and their pre-service expectations. Almost two-thirds of the survey respondents explained about how their Peace Corps realities differed from what they expected, regardless of how they answered the earlier question about experiences matching expectations. Often, there was no one aspect of service that was different, rather many aspects contributed to the overall experience being different, including unanticipated aspects of service that were more rewarding than expected.

As one Volunteer explained:

"I suppose I expected more answers to the millions of questions that arise every day. Now that I am here I understand that it is very difficult to paint a realistic picture of being a PCV because every country/community/Volunteer is different."

Volunteers were as likely to note that their overall Peace Corps experience was *easier* or *better* than expected (17 percent) as they were to say that Peace Corps was *harder* or *more disappointing* than they had expected (14 percent). Most respondents (69 percent) who wrote about expectation/experience differences did not comment on how these differences impacted their overall service (Figure 6).

How Volunteers' Peace Corps Experience Differed from their Expectations

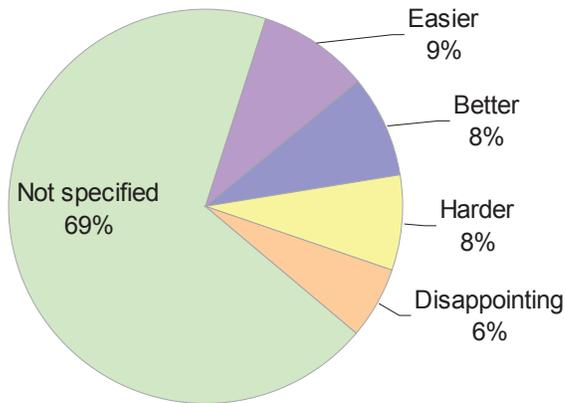


Figure 6.

How are the realities of Peace Corps service different from your expectations before you became a Volunteer? (n=2464)

(question J2)

Nevertheless, several key themes emerged from the Volunteers' discussion of what was better than expected or harder than expected.

The two most frequently cited differences between what Volunteers expected and experienced were:

1. The work they did for their primary assignment (30 percent)
2. The standard of living and/or housing they had in their community (18 percent).

Twenty percent of the Volunteers mentioned that "living conditions" were *much better* than what they had expected. About one in 10 also commented that their access to technology was *better* than expected (Figure 7).

Aspects of Peace Corps Service That Were Better than Expected

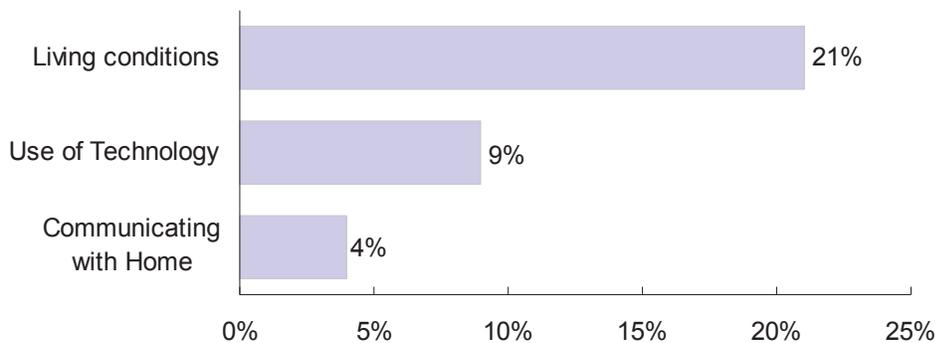


Figure 7.

How are the realities of Peace Corps service different from your expectations before you became a Volunteer? (n=2464)

(question J2)

Volunteers discussed the unexpected challenges they faced. Frequently they noted how challenging it was to maintain good emotional health because of various "emotional stresses." For example, one Volunteer wrote:

"I didn't realize that corruption and foreign aid dependency would have such a heavy impact on my work and experience, and that it would affect my emotional state."

Volunteers also described how hard it was to: implement change in the community, deal with a different sense of time, integrate into the local culture, and communicate with local people (Figure 8).

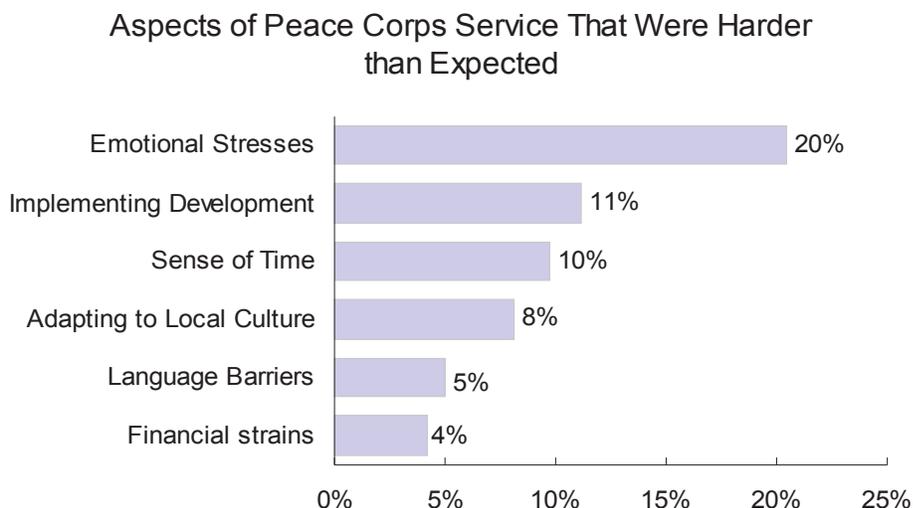


Figure 8.

How are the realities of Peace Corps service different from your expectations before you became a Volunteer? (n=2464)

(question J2)

Some Volunteers described the expectation/experience differences in terms of what they found most disappointing. Ten percent of the respondents commented on being disappointed by community members' unwillingness to participate in their projects. Smaller numbers of Volunteers mentioned their disappointment over the lack of support they received from the Peace Corps or the quality of other Volunteers.

"I did not expect so much administration versus Volunteer tension. I thought Peace Corps staff would be more knowledgeable and sympathetic to Volunteers' situations and would be reasonable and realistic when discussing new policies."

While recognizing it is difficult to explain the Peace Corps experience, Volunteers did offer suggestions about ways recruiters, posts, and the agency might minimize differences between future Volunteers' expectations and experiences, including:

- Advising future Volunteers to try to limit their expectations about the Peace Corps
- Better match Volunteers' skills with their communities' needs
- Re-evaluate some of the places where Volunteers are assigned to work
- Provide better technical, language, and cultural training so Volunteers can more effectively achieve the Peace Corps' first goal

Additional information on this topic is found in the 2009 OSIRP report "How well do Volunteers' Expectations of Peace Corps Match Their Actual Experience?"

Satisfaction with Peace Corps Work

A major contributor to a Volunteer's overall satisfaction is the feeling of personal satisfaction Volunteers receive from their Peace Corps work. The majority of Volunteers (91 percent) are *moderately* to *exceptionally* satisfied with their Peace Corps work. A small number (9 percent) reported their work was *minimally* or *not at all* satisfying (Figure 9).

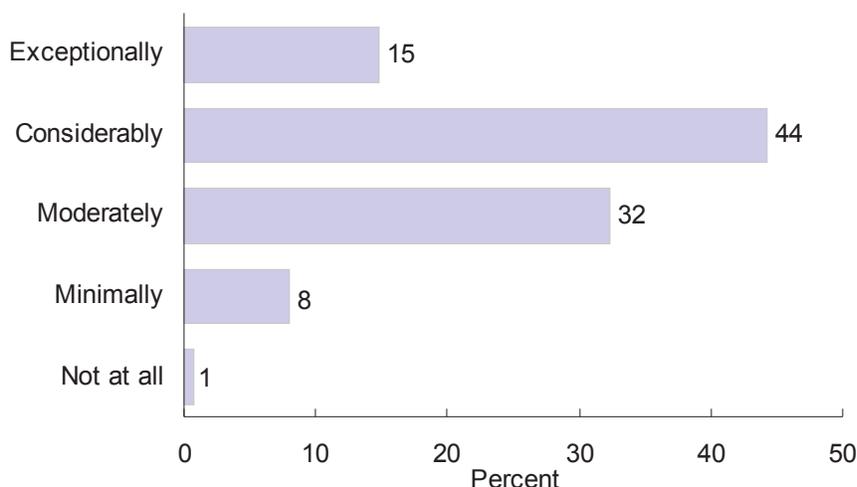


Figure 9.
To what extent is the Peace Corps work you do personally satisfying?
(n=4190)

(question A8)

A related question is whether Volunteers feel their skills, interests, and experiences are being used by their primary assignment. About half of the Volunteers (48 percent) reported their skills, interests, and experiences were *well* or *very well* used by their primary assignment. Sixteen percent reported their skills and interests were not adequately used in their primary assignment work (Figure 10). This number is an improvement from the 2006 Volunteer Survey in which 21 percent of Volunteers reported their skills and interests were not being adequately used.

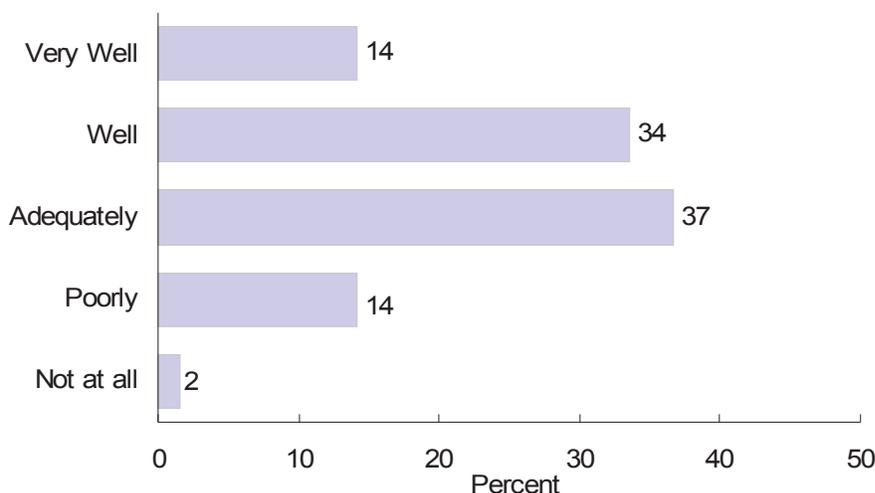


Figure 10.
To what extent are your skills, interests, and experiences used by your primary assignment?
(n=4203)

(question A5)

More information about the Volunteers' primary assignments and other work activities is presented in Chapter IV.

“To Benefit the Host Country, the Peace Corps Program Should Be...”

Volunteers are given the opportunity to provide their perspective on the overall Peace Corps program within the host country, choosing from *refocused/redesigned*, *discontinued*, *reduced*, *maintained as is*, or *expanded*. Almost half of the Volunteers (44 percent) expressed satisfaction with the country program, recommending that the Peace Corps program be either *maintained as is* (24 percent) or *expanded* (20 percent). About the same number (46 percent) answered their host country would benefit most if the

Peace Corps program was *refocused or redesigned*. Ten percent preferred *reducing* or *ending* the program in the host country altogether.

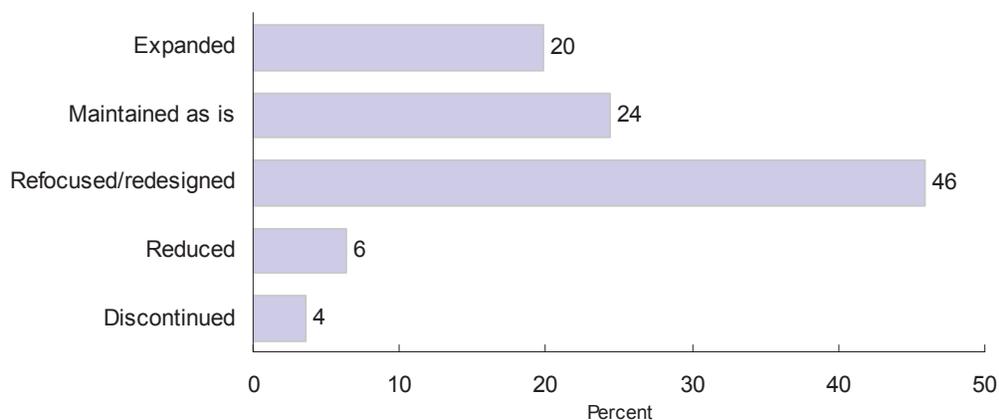


Figure 11.
Would your host country benefit the most if the Peace Corps were...?
(n=3805)
(question H6)

When compared by length of service, more of the longer serving Volunteers (49 percent) recommended the program be *refocused/redesigned* than those with one year or less (41 percent). In contrast, when this same question was asked of Volunteers about to return home, only about one-third of the 2008 COS Survey respondents (35 percent) selected the combined response of “reduced/refocused.”

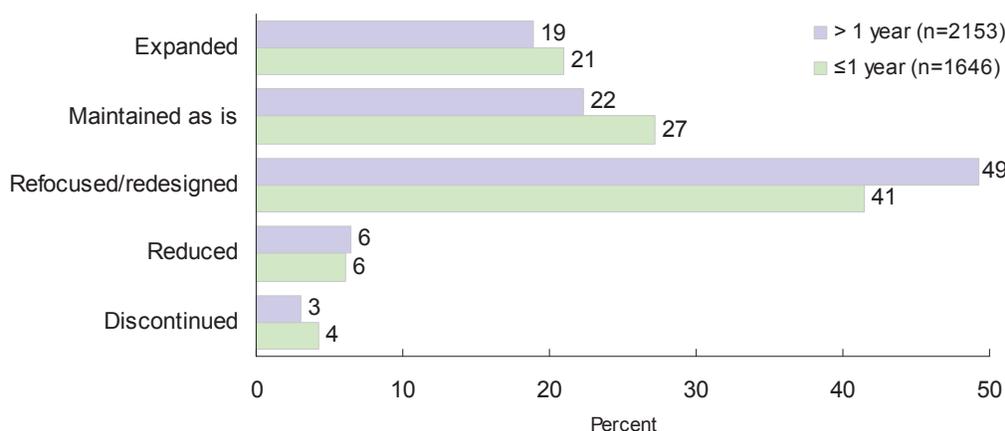


Figure 12.
Would your host country benefit the most if the Peace Corps were...?
(n=3799)
(question H6)

Volunteers provided a wide variety of suggestions on how Peace Corps could refocus or redesign the program in their countries, clustered around the following themes:

- More thorough site development (52 percent)
- Re-prioritize sector activities in host country (44 percent)
- Place more skills-appropriate Volunteers in-country (18 percent)
- Better specify Peace Corps’ goals for the host country (16 percent)
- Provide more technical training to Volunteers (12 percent)

“More thorough site development” typically described a need for the post to make sure the community needed, wanted, and was ready to work actively with a Volunteer. Before assigning a Volunteer to a community, Volunteers suggested the post should ensure the community and counterpart understand the Peace Corps’ and project’s goals. Some Volunteers observed limited posts’ budgets do not allow enough time for the post staff to adequately communicate the Peace Corps’ and project’s goals to prospective

time for the post staff to adequately communicate the Peace Corps' and project's goals to prospective host country counterparts and other community members before the Volunteer arrives.

"The site development process needs to better consider how willing host country nationals at the proposed site are to work with and support the Volunteer."

While acknowledging that limited staff resources made effective site development more difficult, Volunteers recommended multiple visits to establish a site and to build and develop relationships with counterparts. Some Volunteers suggested the post work with current Volunteers on site preparation for future Volunteers or even create a new "site development" Volunteer position.



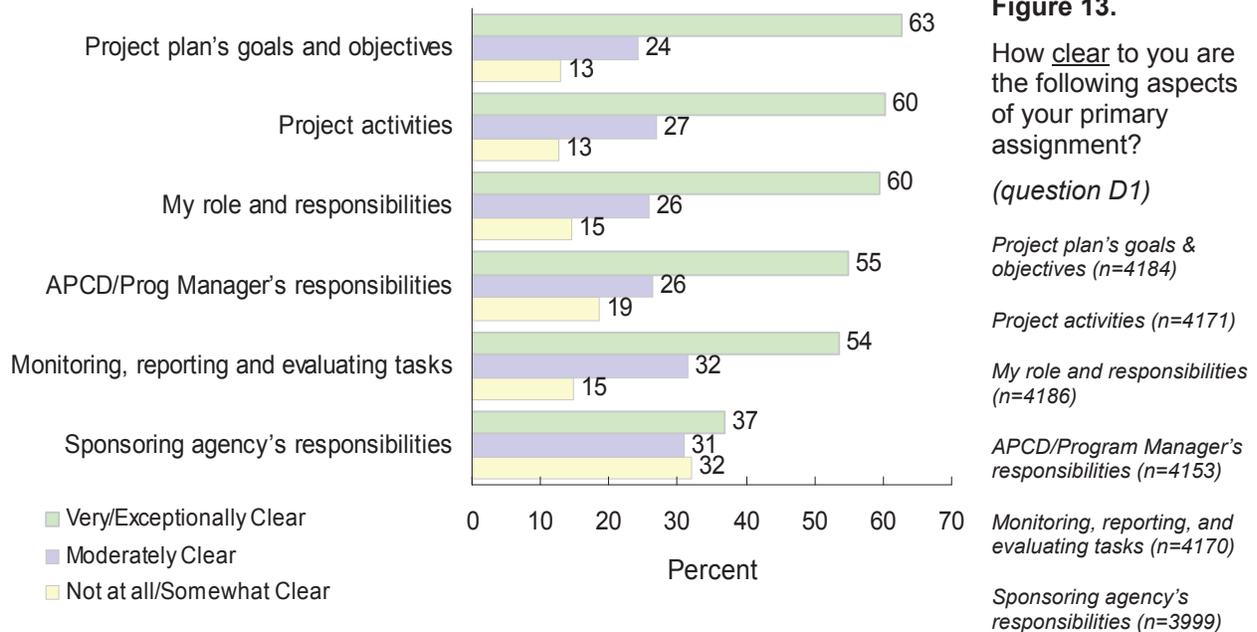
III. Achieving Peace Corps Goals

The findings for two key areas are discussed in this chapter: how clear is the Volunteers' understanding of their work and how do they assess the impact of the work on their communities?

Understanding Assignment Goals, Activities and Responsibilities

The Volunteers' work is organized through project plans, which have specific goals and activities. Most Volunteers are *very/exceptionally clear* about the project goals (68 percent), the activities needed to carry out the project (60 percent), and their own responsibilities (60 percent). However, Volunteers are *not clear* about their sponsoring agency's responsibilities; just over one-third (37 percent) report having a *very/exceptionally clear* understanding of the host country agency's role in the project (Figure 13).

These findings are consistent with the results of earlier Volunteer Surveys in 2002, 2004 and 2006 in which Volunteers reported they were more uncertain about their sponsoring agency's responsibilities than any other aspect of their work.



Volunteers' lack of understanding about the sponsoring agency's responsibilities appears to be shared by the sponsoring agency's representatives themselves, as suggested by preliminary results from Peace Corps' 2008 Impact Evaluation Studies. In the three pilot studies, a majority of host country counterparts reported before their project began, they were unclear about what the project would do. Volunteers' suggestions about ways to improve host country counterpart understanding of their role and responsibilities is discussed later in this report.

Assessing the Achievement of Peace Corps Goals 1, 2 and 3

Volunteers were asked if their primary assignment work accomplished the three principal goals of the Peace Corps. Most Volunteers (85 percent) reported their assignment work *adequately* to *exceptionally* accomplishes the first goal by transferring skills to host country individuals and organizations. This is

similar to the 84 percent of 2006 Volunteer Survey respondents who reported their assignment activities *adequately* to *exceptionally* transferred skills to host country individuals and organizations.

Building local capacity for sustainability is a second part of **Goal One**. Three-quarters of the Volunteers report their work *adequately* to *exceptionally* accomplishes this step. The number of 2008 Volunteers reporting success in building for sustainability represents a substantial increase over the 66 percent of the 2006 respondents.

Almost all Volunteers (94 percent) are *adequately* to *exceptionally* accomplishing the Peace Corps' **Goal Two** of promoting a better understanding of Americans among host country nationals. Similarly, 92 percent of the 2008 respondents reported their work *adequately* to *exceptionally* accomplishes the Peace Corps' **Goal Three** of promoting a better understanding of host country nationals among Americans.

Assignment Goals/ Activities		Overall Average Score	Table 1. To what extent does your Volunteer assignment work accomplish the following? (question D2) (Rating scale: 1=Not at all 2=Minimally 3=Adequately 4=Considerably 5=Exceptionally)		
			Exceptionally/ Considerably	Adequately	Not at all/ Minimally
Transfers skills to host country individuals and organizations (Goal One)	n=(4127)	3.5	54%	31%	16%
Builds local capacity for sustainability (Goal One)	n=(4115)	3.2	41%	36%	24%
Helps promote a better understanding of Americans on the part of the peoples served (Goal Two)	n=(4134)	4.0	74%	20%	7%
Helps promote a better understanding of other peoples on the part of Americans (Goal Three)	n=(4107)	3.9	71%	21%	9%
Meets the objectives of my project	n=(4104)	3.6	57%	31%	13%
Involves local people in planning and implementing activities	n=(4103)	3.5	55%	28%	17%
Complements other local development activities	n=(3987)	3.2	44%	32%	24%
Mobilizes host country nationals (HCNs) to volunteer	n=(3939)	2.7	25%	30%	45%

Yellow highlighting indicates the lowest percentage of Volunteers reporting adequate or better achievement of assignment goals or activities.

The 2008 BVS respondents were more positive (based on the percent answering *adequately* or *better*) than the 2006 Volunteer Survey respondents, about the following accomplishments:

- In 2008, 88 percent reported their work met the objectives of the project compared to 82 percent in 2006.
- In 2008, 83 percent reported their work involved local people in planning and implementing activities compared to 77 percent in 2006.

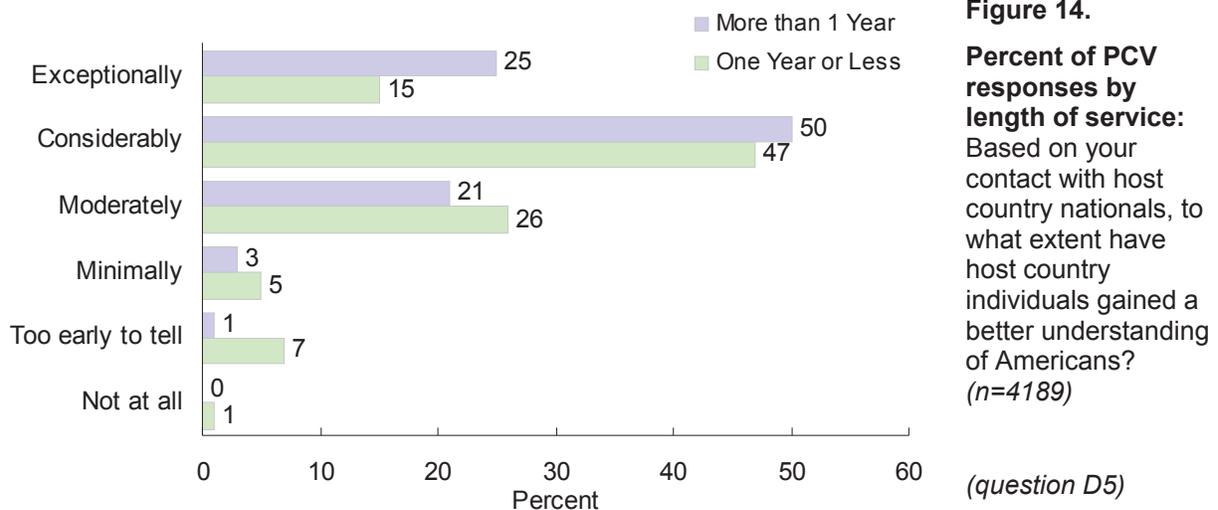
- In 2008, 76 percent reported their work complemented other local development activities compared to 70 percent in 2006.

Respondents were the least positive in 2008 about contribution to mobilizing host country nationals (HCNs) to volunteer, although over half (55 percent) reported their work *adequately* or *better* helps to mobilize host country nationals to volunteer. This question was not asked on the 2006 Volunteer survey since this initiative is relatively new.

Volunteers were also asked to assess the degree to which host country individuals had gained a better understanding through their contact with Volunteers (question D5) and to provide examples (Question D6).

"I am very conscious of the fact that I am a representative of the United States 24/7 and try to do nothing that would jeopardize the HCN's opinion of America. I am vocal about the differences between countries while being sensitive to my host country. According to the stories of the RPCVs who served at my site/counterpart organization five years ago, we are very different people with different beliefs and attitudes who responded differently to our PC service, which I believe also contributes to the greater understanding that one of America's greatest strengths is our diversity and independence, as well as the freedom to embrace that."

As shown in Figure 14 below, a majority of respondents reported that host country individuals have gained a better understanding of Americans, regardless of their time in-country. More of the Volunteers in-country one year or less reported it was either *too early to tell* (7 percent) or that host country individuals had *not at all* gained a better understanding of Americans (1 percent). More of the longer serving Volunteers (25 percent) reported host country individuals had an *exceptionally* better understanding of Americans, compared to 15 percent of Volunteers in-country one year or less.



Extensive examples provided by more than 3,300 Volunteers in response to question D6 illustrate the wide range of Volunteers' views about the messages they have conveyed to promote a better understanding of Americans in their communities.

"I am not a stereotypical TV American, so my HCN friends have found that all Americans are not the same and cannot be found on TV or in the movies."

"My counterpart told me that before meeting me, she thought that all Americans were white and rich."

More than half (58 percent) mentioned "diversity" as part of their Goal 2 activities. Other frequently mentioned topics were:

- American personality traits (33 percent)
- Beliefs and values, e.g., religious, moral and social convictions (17 percent)
- Politics and government (12 percent)
- Types of food (11 percent)

Specific characteristics that Volunteers mentioned were the "American work-ethic" and "timeliness." Over 15 percent of all Volunteers mentioned one of these two aspects.

"It's still early in my service, but I think host country nationals have noted that my work habits are more disciplined than the people I work with."

A majority of the respondents (72 percent) commented on the ways in which they promote a better understanding of Americans in their host community. Of these, more than half relied on informal activities for teaching people about Americans, such as conversations and discussions and simply interacting with people on a day-to-day basis. In addition to informal activities, 13 percent of the respondents said they had carried out more formal activities, such as teaching school lectures, group presentations, and cooking American foods.

"I celebrate most American holidays with my community. I made sure to talk about the history behind the holiday and what it means."

While most Volunteers did not specify how they determined their level of impact, some did comment on ways they knew there had been a change. For example, Volunteers said they knew host country individuals had a better understanding of Americans from either community members' comments or by changes that Volunteers observed in local people's behavior.

"Most people now are on time and ready to participate in activities. They know very well that Americans are punctual and reliable people."

Volunteer Capacity Building

Volunteers rated the effectiveness of their work in terms of the impact it has had to build or develop the capacities (knowledge, skills, and activities) of the following three groups:

1. Host country counterparts (teachers, health workers, community leaders, NGO personnel, etc.)
2. Other host country individuals (students, farmers, villagers, etc.)
3. Local organizations (NGO, school, community group, etc.)

The next three tables present the Volunteers' assessments of their impact on these three groups' capacities. Items are listed in rank-order in each of three tables by overall average score, from the item at the top with the highest average score to the item at the bottom with the lowest overall average score. The overall average score summarizes the five-point scale responses, with "1" indicating *no impact* and "5" indicating an *exceptional impact*. The two lowest and two highest responses have been grouped into *No/Low Impact* (1 + 2) and *High Impact* (4 + 5); the "3" responses are reported as *Medium Impact*.

Volunteers reported they had a considerable impact in one area: better understanding of Americans on the part of host country counterparts, individuals (other than counterparts), and organizations. This indicates Volunteers' perceived success in achieving the Peace Corps' second goal of helping to promote a better understanding of Americans on the part of the peoples served.

Volunteers reported their assignments have had the least impact on host country counterparts, individuals and organizations in terms of two items: *use of external resources* and *ability to access information*. One-third or more of Volunteers responded their assignments have had either *no or low impact* on locals' capacities in these two areas in Tables 2, 3 and 4. Volunteers' responses suggest they have been slightly more successful in fostering individual development in the areas of self-esteem, leadership, and problem solving.

Capacities of Host Country Counterparts	Overall Average Score	High Impact	Medium Impact	No/Low Impact	Table 2. How much impact does your assignment have on the capacities of host country counterparts with whom you work? (question D3) [Rating: NO/LOW =(1 + 2) MEDIUM =3 HIGH = (4 + 5)]
Better understanding of Americans (n=4120)	4.0	76%	18%	6%	
Self-esteem (n=3974)	3.3	45%	34%	21%	
Technical skills (n=4071)	3.3	45%	33%	22%	
Planning and management (n=4086)	3.3	45%	35%	20%	
Problem solving (n=4084)	3.2	41%	36%	22%	
Use of local resources (n=534)	3.2	41%	34%	25%	
Leadership skills (n=4057)	3.2	40%	36%	24%	
Use of external resources (n=3973)	3.0	35%	33%	32%	
Ability to access information (n=3999)	2.9	35%	29%	36%	

As shown in Table 2 above, almost half of the Volunteers (45 percent) reported their assignments have had a *high impact* on their host country counterparts' capacities in terms of technical skills and planning and management. In Table 3 below, more than half (55 percent) reported their assignments have had a *high impact* on local individuals' self-esteem.

Capacities of Host Country Individuals		Overall Average Score	High Impact	Medium Impact	No/Low Impact	Table 3. How much impact does your assignment have on the capacities of host country individuals (other than your counterpart) with whom you interact? (question D4) [Rating: NO/LOW =(1 + 2) MEDIUM =3 HIGH = (4 + 5)]
Better understanding of Americans	(n=4102)	4.1	78%	17%	4%	
Self-esteem	(n=4013)	3.5	55%	31%	14%	
Leadership skills	(n=4041)	3.3	44%	37%	20%	
Problem solving	(n=4047)	3.2	42%	38%	20%	
Technical skills	(n=4037)	3.2	42%	36%	22%	
Use of local resources	(n=2383)	3.2	41%	36%	23%	
Planning and management	(n=4025)	3.1	36%	39%	25%	
Ability to access information	(n=3984)	2.9	35%	29%	36%	
Use of external resources	(n=3870)	2.7	26%	32%	43%	

As shown below, many Volunteers (43 percent) reported a *high impact* on two areas important to organizational operations: planning and implementing activities and teamwork/decision-making. Volunteers have had less impact on local organizations' prioritization, leadership and management.

Capacities of Local Organizations		Overall Average Score	High Impact	Medium Impact	No/Low Impact	Table 4. How much impact does your assignment enhance the capacities of local organizations? (question D7) [Rating: NO/LOW =(1 + 2) MEDIUM =3 HIGH = (4 + 5)]
Better understanding of Americans	(n=3966)	3.8	67%	24%	9%	
Planning and implementing activities	(n=3936)	3.2	43%	35%	21%	
Teamwork/ participatory decision-making	(n=3938)	3.2	43%	34%	24%	
Use of local resources	(n=3913)	3.2	40%	36%	24%	
Identifying/ prioritizing organizational needs	(n=3911)	3.0	35%	37%	29%	
Leadership	(n=3893)	3.0	32%	39%	28%	
Management	(n=3875)	2.9	32%	38%	31%	
Monitoring and evaluation	(n=3881)	2.9	29%	38%	33%	
Ability to access information	(n=3984)	2.9	35%	29%	36%	
Use of external resources	(n=3870)	2.7	26%	32%	43%	

Helping Americans Better Understand Host Country People through Third-Goal Activities

Since 2006, the Volunteer Survey has asked Volunteers about their efforts to achieve Peace Corps' third goal of helping to promote a better understanding of other peoples on the part of Americans. In 2008, Volunteers reported their participation in the following types of third-goal activities (listed in order of the most frequently mentioned):

1. Sending electronic updates, stories, and/or photos to educate Americans about your host country
2. Hosting American visitors
3. Sending paper (hard copy) updates, stories, and/or photos to educate groups of Americans
4. Maintaining a personal website or blog
5. Participating in Coverdell World Wise Schools/Correspondence Match (CWWS/CM)

Almost all Volunteers (96 percent) reported they were involved in third-goal activities. Of these, the largest percentage (84 percent) confirmed they sent electronic updates, stories, and/or photos to educate groups of Americans about their host country (Figure 15). More than half (63 percent) hosted American visitors in their host country.

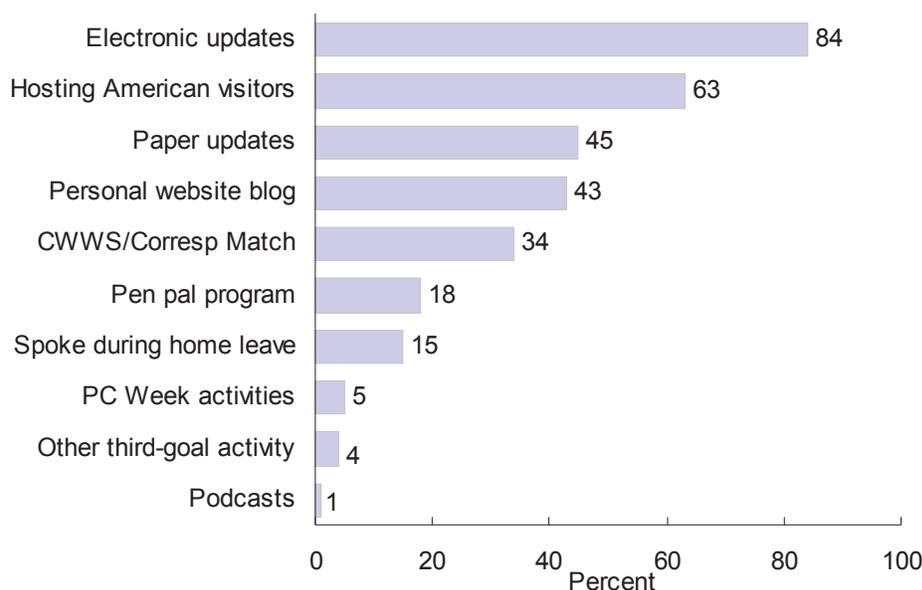


Figure 15.

In which of the following third-goal activities (Including contact with family and friends) have you participated during your Peace Corps service? (Mark all that apply.) (n=4032)

(question D8)

While it is not surprising many Volunteers (45 percent) also sent home hard copy (paper) updates, stories and/or photos, it may surprise some that so many (43 percent) of the 4,032 Volunteers reported educating Americans about their host country through a personal website or blog. The use of electronic updates, websites/blogs and podcasts reflects Volunteers' wide use of information technology to educate Americans about their host countries.

Correspondence Match/World Wise Schools

World Wise Schools matches Peace Corps Volunteers in the field with U.S. classroom teachers. The result is a vibrant two-year exchange of ideas, stories, pictures, and artifacts that helps U.S. students in the classroom learn about the people, geography, environment, and culture of the world from the direct experience of Volunteers living in other countries.

As shown in Figure 15 above, over one-third of the 2008 BVS respondents reported participating in the Coverdell World Wise Schools/Correspondence Match (described above). When asked whether CWWS/CM participants would recommend the program to others, four out of five CWWS/CM participants responded they would recommend the CWWS/CM to others (Figure 16).

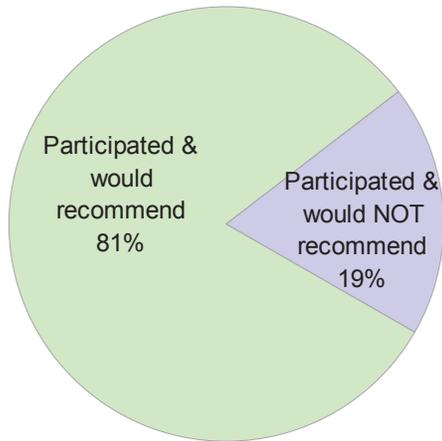


Figure 16.

Would you recommend participation in the Coverdell World Wise Schools/ Correspondence Match (CWWS/CM) to other Volunteers?
(n=1418)

(question D9)

CWWS/CMS participants and non-participants were also asked to explain in their own words why they had/had not participated and why they would/would not recommend it to others. Many Volunteers who had not participated in CWWS/CM commented they did not have the time to participate or might participate after they had been at post longer. Participants who would recommend CWWS/CM to others described it as a very positive experience. Many CWWS/CM participants commented about the difficulties of getting started initially and keeping up regular correspondence after the initial exchange.

Most of the 263 CWWS/CM participants who would not recommend the program wrote about the same kinds of problems reported in the 2006 Volunteer Survey:

- Never or infrequently heard from the teacher
- Took too long to get a match or never got a match
- Not much interest by teacher/students in Volunteer’s work
- Cost of mailing was a financial burden
- Too busy

“It is very hard to communicate by email and to get to a post office is even harder.”

“A great opportunity, though consistency from school year to school year is potentially problematic.”

Some Volunteers commented it was easier to connect with a teacher on their own than to work through the CWWS/CMS process. As recommended in the past, the program might investigate how to shorten the “match” time and promote responses from the U.S. to the Volunteers who have signed up. Based on Volunteers’ comments about the difficulty of maintaining correspondence for two years, another option is to offer Volunteers and U.S. educators the option of a shorter CWWS/CM commitment for one school year with an emphasis on a lively initial exchange at the beginning of the school year.

IV. Peace Corps Assignments and Work Activities

What do Peace Corps Volunteers do?

The 2008 BVS provided Volunteers with the following Peace Corps definition of “primary assignment”:

The term “primary assignment” refers to your assignment which is part of an overall project plan designed by your host country partners and in-country Peace Corps staff.

Volunteers selected their “primary assignment” from among 18 primary assignments. The list included two primary assignments new to the survey: Information and communications technology (ICT) and Urban and regional planning/municipal development. Volunteers could also write in a description of an assignment not included in the list. In the table below, primary assignment choices are grouped under the six sector headings of Agriculture, Business Development, Education, Environment, Health, and Youth.

Almost one-third of the 2008 BVS respondents reported they have an education-related assignment. Almost as many Volunteers reported working in business sector assignments (27 percent). Twenty percent of Volunteers worked in health. The remainder is nearly evenly divided among the environment, agriculture and youth development sectors. The most popular primary assignments are English teaching (19 percent), health (11 percent), and community development (9 percent).

Sector	Primary Assignment	Percentage	Table 5. Which of the following best describes your primary assignment? (n=4212) (question A2) Percentages do not total 100 due to rounding to the nearest whole number. Missing data are not used in the calculation of percentages.
Education Sector (30%)	English teaching	19	
	Teacher training	5	
	Other teaching	3	
	Math/science teaching	3	
Business Sector (27%)	Community development	9	
	Business education/advising	8	
	Urban & regional planning/municipal development	4	
	NGO development	4	
	Information & Communications Technology (ICT)	2	
Health Sector (20%)	Health (not specifically HIV/AIDS)	11	
	HIV/AIDS	6	
	Water sanitation	3	
Environment Sector (8%)	Environment education	7	
	Forestry/parks	1	
Agriculture Sector (7%)	Agriculture/fish/livestock	4	
	Agroforestry	3	
Youth Development Sector (7%)	Youth development	7	
Other (3%)	Other	3	

The 100 or so Volunteers who marked “Other” as their primary assignment described a variety of work activities, including work with special populations such as girls, women, youth, elderly or the disabled or work with natural resources or protected areas.

Work Activities

The 2008 BVS asked Volunteers to identify all the primary and secondary work activities their Peace Corps work includes. On average, Volunteers identified four primary work activities and three secondary work activities from a list of 23 items, including an “Other” activity that Volunteers could select and describe in their own words. Almost half of the Volunteers marked four or more primary work activities. Less than 10 percent reported that they did not participate in any secondary activities.

Table 6 below lists Volunteers’ top 12 primary and secondary work activities, in response to a question that asked them to “mark all that apply.” Volunteers reported their work involves many of the same primary and secondary activities, in roughly the same order as in the 2006 Volunteer Survey. As in the 2004 and 2006 Volunteer surveys, Volunteers most often identified “working with youth” as a primary/secondary activity. “Natural resources management,” although not included in earlier surveys, was frequently selected by enough Volunteers to be listed in the top 12 primary work activities. Another activity included for the first time in the 2008 BVS, “library development,” is also on the list of most frequently cited secondary activities (shown below).

Most Frequently Cited Primary Work Activities and Secondary Activities				Table 6.
Primary Work Activities	Percentage	Secondary Activities	Percentage	
Working with youth	47	Working with youth	50	Which of the following activities does your primary work include? (n=4207) (question A3)
English teaching	36	English teaching	49	
Working with NGO(s)	26	HIV/AIDS	26	
HIV/AIDS	26	Girls’ education	26	Which of the following activities do your secondary activities include? (n=3915) (question A6)
Income generation	25	Environment work	22	
Environment work	21	Working with NGO(s)	21	
Girls’ education	20	Library development	18	
Rural development	20	Income generation	18	
Nutrition education	19	Nutrition education	17	
Business advising	16	World Wise Schools/ Correspondence Match	16	“Mark all that apply” responses will total to more than 100 because Volunteers can choose more than one activity.
Information and Communications Technology (ICT)	13	Women in development/Gender and development (WID/GAD)	15	
Natural resources management	13	Other	14	

Table 7 lists the three most frequently mentioned primary work activities of Volunteers working in that

sector. As shown below in the blue-shaded boxes, “working with youth” is a top activity of Volunteers in three of the six sectors. Volunteers working in the other three sectors of agriculture, business, and environment more often mentioned the activities of income generation, environment work, and natural resources management.

Sector	Top Three Primary Work Activities	Percentage	Table 7.
Agriculture (n=308)	Income generation	62	Top three primary activities most frequently cited by Volunteers working in that sector.
	Environment work	58	
	Natural resources management	48	
Business (n=1056)	Business advising	50	<i>(questions A3)</i>
	Income generation	48	
	Working with NGO(s)	43	
Education (n=1262)	English teaching	79	<i>Percent of cases was used. Percentages total more than 100 because Volunteers could choose more than one work activity.</i>
	Working with youth	56	
	Girls’ education	29	
Environment (n=324)	Environment work	94	<i>Blue highlighting indicates the percentage of Volunteers in each sector who work with youth.</i>
	Natural resources management	60	
	Biodiversity conservation	44	
Health (n=816)	HIV/AIDS	71	
	Nutrition education	59	
	Working with youth	50	
Youth (n=311)	Working with youth	94	
	English teaching	54	
	Girls’ education	45	

Hours Worked Per Week

All respondents reported they spend time on either their primary or secondary work during an average week. The average number of hours spent on both primary work and secondary activities is 34 hours. Most Volunteers (84 percent) reported they work more than 20 hours per week in total across their primary assignment and secondary activities. About one in four Volunteers (27 percent) worked more than 40 hours a week. About one in 20 Volunteers (4 percent) reported working 10 hours or less during an average work week.

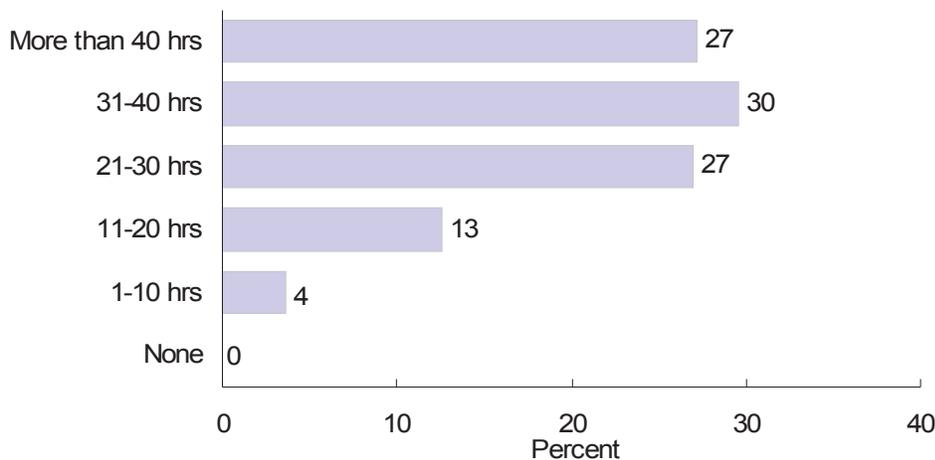


Figure 17.

How many hours do you spend on your primary assignment/secondary activities during an average work week?

(Total hours computed from responses to questions A4 & A7)

(A4 n=4170)

(A7 n=3996)

In the table below, the time Volunteers spend on their primary assignment work is compared to the time spent on secondary activities. Over half (51 percent) spend 20 or more hours each week on their primary assignment work, while most (67 percent) spend 10 hours or less on secondary activities.

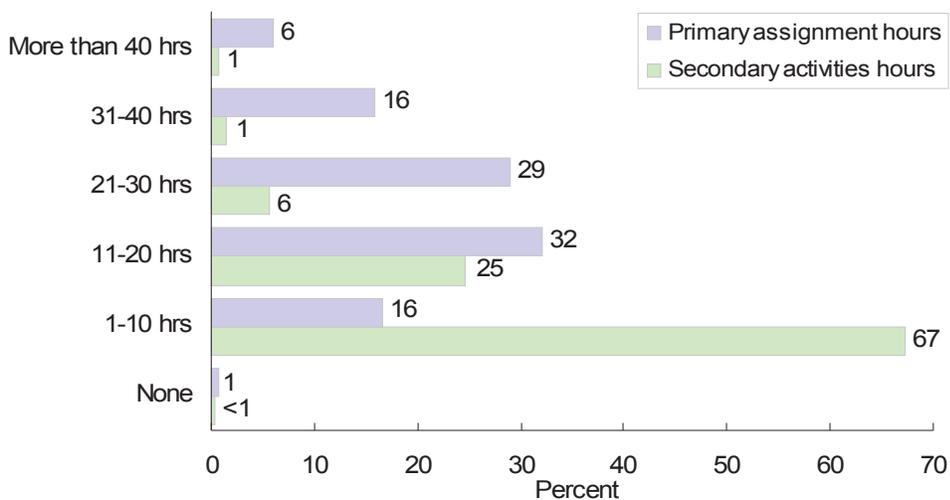


Figure 18.

How many hours do you spend on your primary assignment during an average work week? (n=4170)

(question A4)

How many hours do you spend on your secondary activities during an average work week? (n=3996)

(question A7)

The highest reported number of weekly work hours was 80 hours for primary assignment work and 75 hours for secondary activities. Such high numbers of hours may reflect some Volunteers' views that they are always "on duty" because almost of all their waking hours in their host country is contributing toward the achievement of Peace Corps' second goal to help local people better understand Americans.

V. Volunteers Working in HIV/AIDS

This section reports on Volunteers' work in HIV/AIDS-related activities. More than half of the Volunteers (55 percent) reporting they are involved in some type of HIV/AIDS effort (Figure 19), so it is important to know about Volunteers' preparation for the work, the resources they have found to be useful, and what additional resources would be helpful. In terms of the effectiveness of Volunteers' HIV/AIDS activities, over 900 Volunteers wrote about the kinds of HIV/AIDS activities they initiated and the challenges they have faced.

When asked to describe their involvement in HIV/AIDS work, 13 percent of 4,050 respondents said they were involved in HIV/AIDS work as part of their primary assignment. Twenty percent of respondents answered that HIV/AIDS work is part of their secondary activities. Almost one quarter said they were involved in HIV/AIDS efforts but not as a primary assignment or secondary project. At least 10 percent or more of the respondents at all but two posts (Jordan and Mexico) answered they have been involved in some HIV/AIDS work.

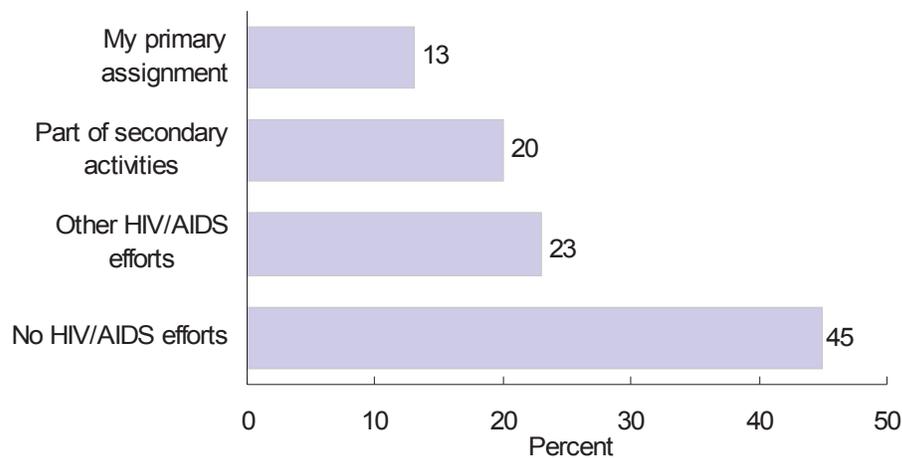


Figure 19.

Which best describes your involvement in HIV/AIDS activities?

- Primary assignment
- Part of my secondary activities
- HIV/AIDS efforts but not part of primary or secondary activities
- No involvement in HIV/AIDS activities

(n=4050)

(question G1)

Across all primary assignments and assignment sectors, Volunteers reported they are engaged in HIV/AIDS work. In the figure below, each bar shows the percentages of HIV/AIDS involvement of the Volunteers working in that sector (based on the primary assignment reported in question A2). In summary, Figure 20 shows:

- The health sector at the top reflects the highest proportion of Volunteers (68 percent) involved in HIV/AIDS activities as their primary assignment or part of secondary activities.
- The youth sector has the second highest percentage of Volunteers involved in HIV/AIDS as a primary or secondary project; another one-third of the youth sector Volunteers reported other HIV/AIDS involvement.
- About half of education sector volunteers reported some level of HIV/AIDS activity.
- Two out of every five Volunteers in the agriculture and business sectors reported some level of HIV/AIDS involvement.

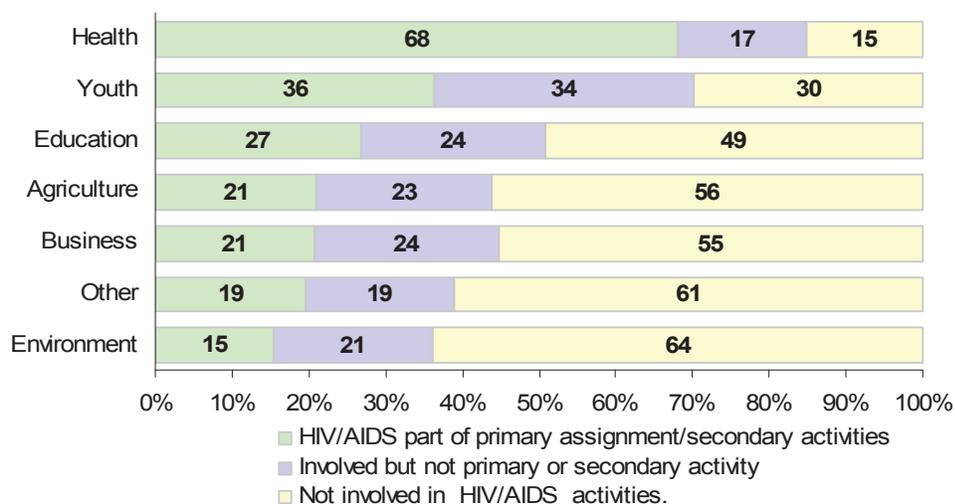


Figure 20.

Comparison by sector: Which best describes your involvement in HIV/AIDS activities? (n=4050)

Choices of “part of my primary assignment,” and “part of my secondary activities,” are grouped together in this figure.

(question G1)

About one-third or more of the Volunteers in every primary assignment are involved in some HIV/AIDS-related work. More than half of Volunteers in the following primary assignments are involved in some type of HIV/AIDS efforts: math/science teaching, youth development, teacher training, other teaching, and water sanitation.

Primary Assignment	Percent of Volunteers Involved in any HIV/AIDS-related Activities
HIV/AIDS	99
Health	84
Math/science teaching	77
Youth Development	70
Teacher training	65
Other education	57
Water sanitation	57
Urban and regional planning/ municipal development	50
Agroforestry	47
Community development	46
NGO development	46
Business education/advising	43
English teaching	42
Agriculture/fish/livestock	41
Other	39
Environmental education	37
Information and communications technology (ICT)	35
Forestry/parks	32

Table 8.

Comparison by primary assignment: Percent of Volunteers Involved in any HIV/AIDS efforts. (n=4035)

(question G1)

How well prepared were Volunteers for HIV/AIDS work? More than one-third (36 percent) of 2,238 Volunteers involved in HIV/AIDS activities said Peace Corps training had prepared them *well* or *very well* for their HIV/AIDS work. This exceeds the comparably positive 29 percent of Volunteers who responded in 2006 they were well prepared to undertake their HIV/AIDS activities. Another 40 percent of the 2008 Volunteers involved in HIV/AIDS activities responded they had been *adequately* prepared.

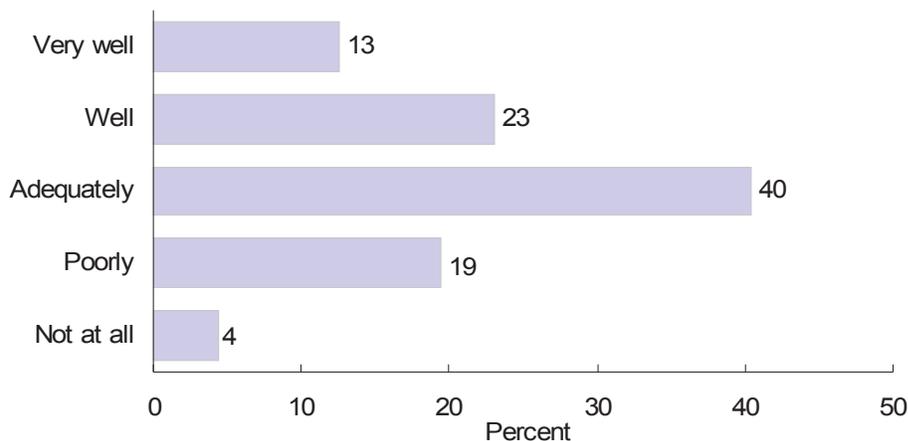


Figure 21.
How well has Peace Corps training prepared you to undertake your HIV/AIDS activities? (n=2238)

(question G2)

The Volunteers' responses about resources and support for their HIV/AIDS work are reported below in percentages based on how many Volunteers chose that response out of the total number of Volunteers who answered the question. Volunteers were encouraged to select all appropriate choices ("mark all that apply"); many respondents did choose more than one item in each of the following three questions.

What resources and individuals are helpful to Volunteers in their HIV/AIDS work? Over half of the Volunteers (54 percent) identified the *Peace Corps (PC) Life Skills Manual* as a useful resource. One-third of Volunteers found the *Peace Corps HIV/AIDS Idea Book* useful in their work, mentioning it as a useful resource slightly more frequently than the President's Emergency Fund for AIDS Relief (PEPFAR) funding and materials from other international organizations, including the United Nations.

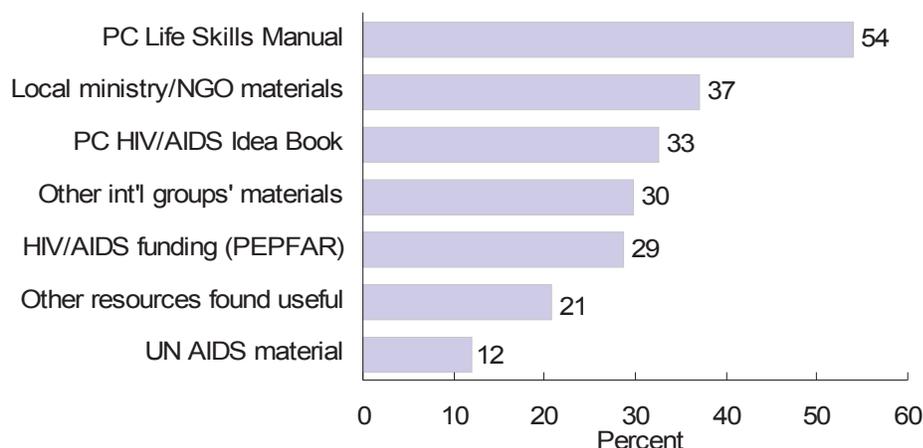


Figure 22.
What resources have you found useful in your work on HIV/AIDS? (Please mark all that apply.) (n=2040)

(question G3)

Overwhelmingly, most Volunteers (75 percent) said they go to their fellow Peace Corps Volunteers for more information or advice about HIV/AIDS in their community. About one-third of Volunteers also mentioned the following resources: local experts of other organizations (33 percent), the associate Peace

Corps director (APCD) (33 percent), and local counterparts (29 percent).

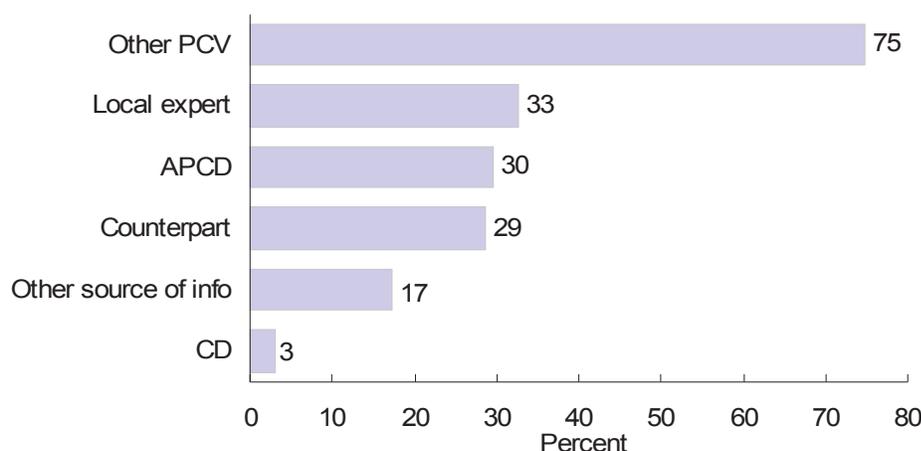


Figure 23.

To whom do you go when you need more information or advice in order to do a better job on HIV/AIDS in your community? (Please mark all that apply.) (n=2092)

(question G4)

What resources would be most helpful to Volunteers in their HIV/AIDS work? Figure 24 shows that respondents were enthusiastic about many of the choices. “Training tools for the community,” “visits from technical experts,” and “references with HIV/AIDS information” were among the most frequently selected responses. Almost 10 percent of Volunteers wrote comments about what additional resources would be most helpful to them. Among the wide variety of ideas, Volunteers often wrote they would like more of the following: workshops, materials translated into the local language, funding, ways to involve counterparts, and country-specific HIV/AIDS data.

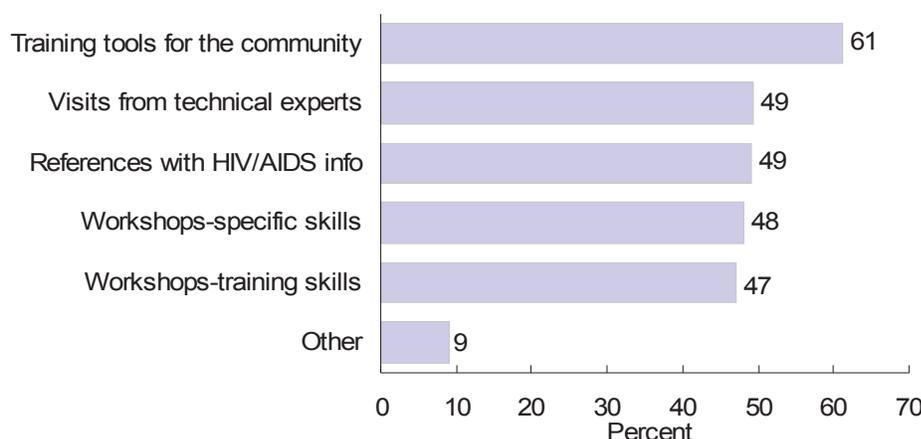


Figure 24.

What would be helpful to you now in your HIV/AIDS work? (Please mark all that apply.) (n=2025)

(question G5)

In the 2008 survey a new question was added to address a concern that Volunteers may need more support in dealing with the stress of HIV/AIDS in their communities. A majority of the 2,219 respondents (67 percent) said that getting more emotional support was *not at all* or *minimally* important to them. About one in five (21 percent) said it was *moderately* important to get emotional support or have someone to talk to about HIV/AIDS in their community. Twelve percent said emotional support was either *considerably* or *exceptionally* important to them in coping with HIV/AIDS (Figure 25).

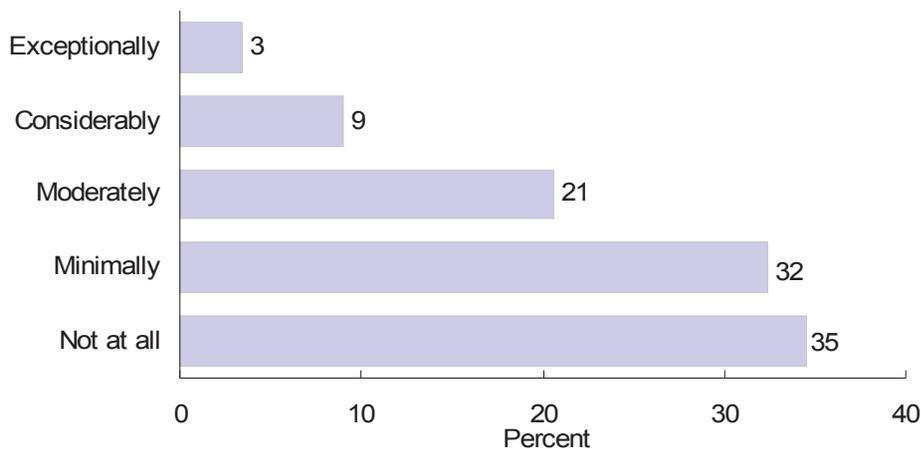


Figure 25.
How important is it that Peace Corps provide you with emotional support or someone to talk to you about coping with HIV/AIDS in your community? (n=2219)

(question G6)

The responses to this question varied by the Volunteers' level of involvement in AIDS work and revealed a higher degree of involvement leads to a greater need for support. Almost half of Volunteers (45 percent) working in HIV/AIDS as their primary assignment responded it was *moderately* to *exceptionally* important to them to get emotional support or have someone to talk to about HIV/AIDS in their community, compared to 26 percent of Volunteers who participated in HIV/AIDS efforts but not as a primary or secondary activity.

Less than one-third of Volunteers (32 percent) rated their HIV/AIDS work as *often* to *almost always effective*. More Volunteers (41 percent) rated their HIV/AIDS work as *seldom* or *sometimes effective*. A relatively large percentage of the 1,391 respondents (28 percent) answered they *don't know* how to rate the effectiveness of their HIV/AIDS work.

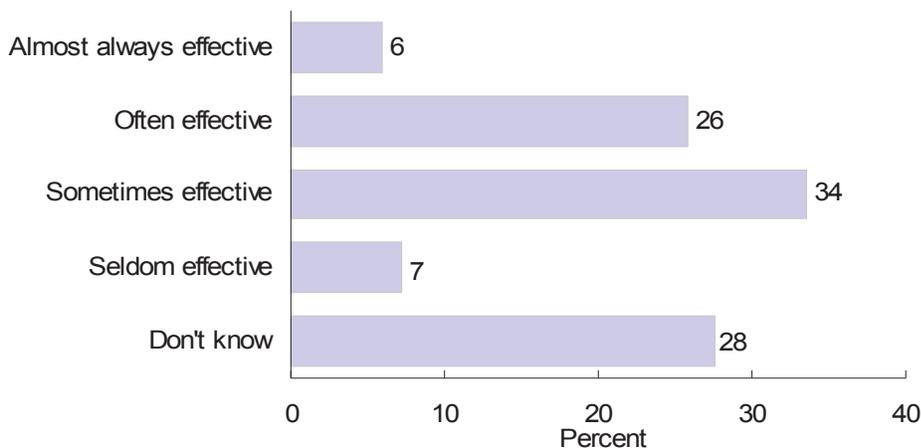


Figure 26.
In working with host country individuals or groups, how would you rate the effectiveness of your specific HIV/AIDS activities? (n=1391)

(question G7)

Does the effectiveness of Volunteers' HIV/AIDS activities correspond to how involved Volunteers are in their HIV/AIDS work? Higher percentages of Volunteers (39 percent) working in HIV/AIDS as part of their primary assignment or secondary activities rated their work as *more effective* (*often + almost always effective*) than Volunteers with less involvement in HIV/AIDS (18 percent). The largest percentage of the less involved/"other HIV efforts" Volunteers (42 percent) answered they *don't know* whether their activities are effective. Volunteers involved in HIV/AIDS activities as a primary assignment or secondary activity were more certain about their effectiveness, even if they rated their activities as *sometimes* or *seldom effective*. From this comparison, it appears the more directly involved Volunteers are in HIV/AIDS

activities, the more certain they are about the effectiveness and positive impact of their work (Figure 27).

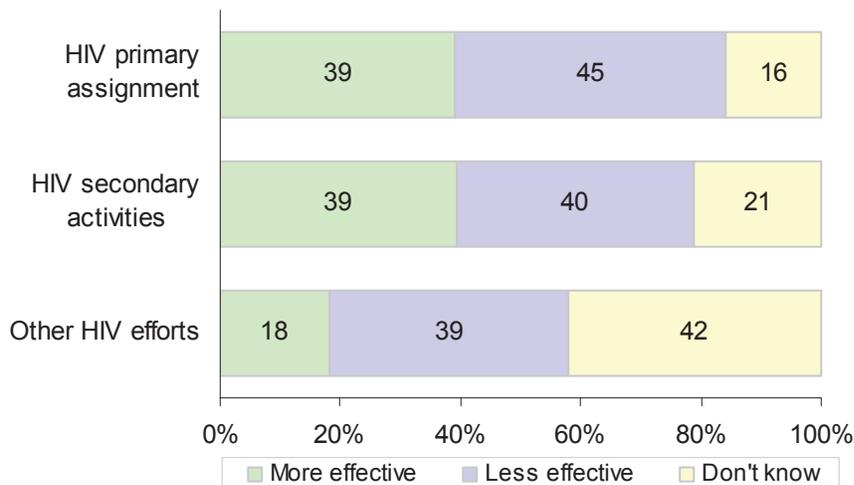


Figure 27.

Perceived effectiveness of HIV/AIDS work for Volunteers involved as part of their primary assignment, secondary activities or as other efforts. (n=1384)

(questions G1 and G7)

(More effective= Often + Almost always;

Less effective= Sometimes + Seldom)

When asked to explain their self-assessment of their HIV/AIDS activities' effectiveness and provide examples of their HIV/AIDS work, 17 percent of the 954 respondents said they worked with youth. Smaller percentages of respondents wrote about their work to:

- organize workshops, camps, and conferences (9 percent)
- participate in formal presentations and lectures (8 percent)
- promote condom use (6 percent)

"The workshop that I have administered is very interactive and full of activities. We give a pre and post test, and they prove the amount of learning done."

Volunteers less often mentioned that they either had informal conversations with community members or worked with students.

"My activities are devoted to youth development and training students in life skills and behavior change. This involves income generation projects and community activities through theatre, dance and song."

In terms of challenges to the effectiveness of their HIV/AIDS activities, the most frequently mentioned themes across the comments were Volunteers' frustration at their inability to follow up with programs and lack of knowledge about how to measure effectiveness.

"I have no idea how effective my work is because I can give information to people all day but at the end of the day I don't know if they are actually going to listen to it and use it to adopt a healthy lifestyle."

Along with the difficulty of promoting behavior change, Volunteers also commented on "Community stigma around AIDS and discussing sex" as a challenge to the effectiveness of their HIV/AIDS work. Finally, some Volunteers observed that community resistance, ineffective programming, and lack of financial assistance may reduce their effectiveness.

VI. Life in the Peace Corps

Life as a Peace Corps Volunteer is challenging. Volunteers must adapt to the local living conditions, learn the local language(s), and work respectfully within their communities' cultural norms. International development work can be stressful in many ways. To cope with stress, many Volunteers pursue personal hobbies, sports and other projects. Volunteers also cope with stress by talking with U.S. friends and family or Volunteers at other sites, thanks to an increased availability of cellphones, text messaging and the Internet. Connecting to resources outside their own communities, Volunteers have been able to take advantage of Resource Center materials and programs such as Small Project Assistance (SPA), and the Peace Corps Partnership Program (PCPP). These are all aspects of life in the Peace Corps discussed in more detail below.

Where do Volunteers live during their Peace Corps service?

Most Volunteers (75 percent) describe their sites as rural villages or towns, excluding outer islands (Figure 28). A higher percentage of the agriculture sector Volunteers (71 percent) reported living in villages or rural areas than Volunteers working in other sectors; about half of environment sector Volunteers also lived in rural areas. Slightly higher percentages of business sector Volunteers were located in cities (30 percent) and in the capital of the country (3 percent) than Volunteers in all other sectors.

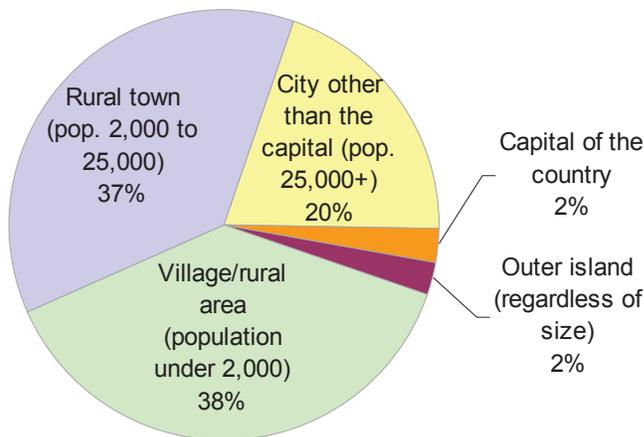


Figure 28.

Please choose the best description of your assigned site. (*If you live in the capital, mark only that choice.*) (n=4220)

(question C1)

An important part of the Volunteer's experience is the time spent living with a host family. Almost two-thirds of Volunteers reported living with a host family both during and after pre-service training (PST). Almost all other respondents reported they lived with a host family only during PST. Less than 1 percent of the Volunteers reported living with a host family only after PST; less than 1 percent reported they never lived with a host family.

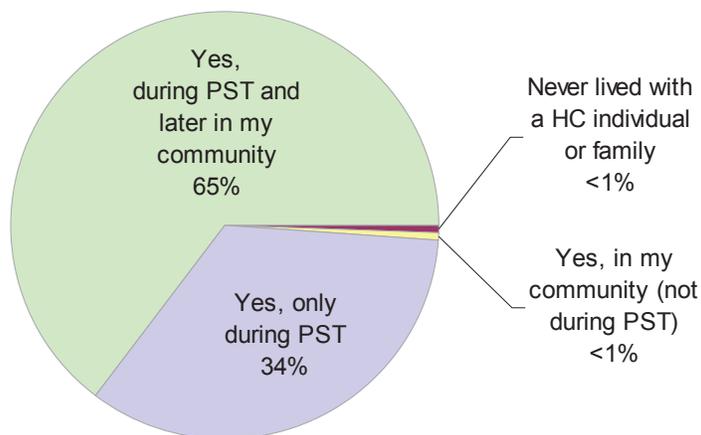


Figure 29.

Have you lived with a host country individual or family (including living in a family's compound)?
(n=4220)

(question C2)

Integration into the Community

Two indicators of Volunteers adapting to life in their host country are their sense of integration into the community and proficiency in the local language. A majority of Volunteers (65 percent) considered themselves to be *well* or *very well* integrated into the community. Almost half (48 percent) reported they can communicate in the local language *well* or *very well*, and more than a third (36 percent) can communicate at least *adequately*. These results are comparable to the 2006 Volunteers' responses to the same questions and suggest that Volunteers may become integrated into their communities without excelling in the local language.

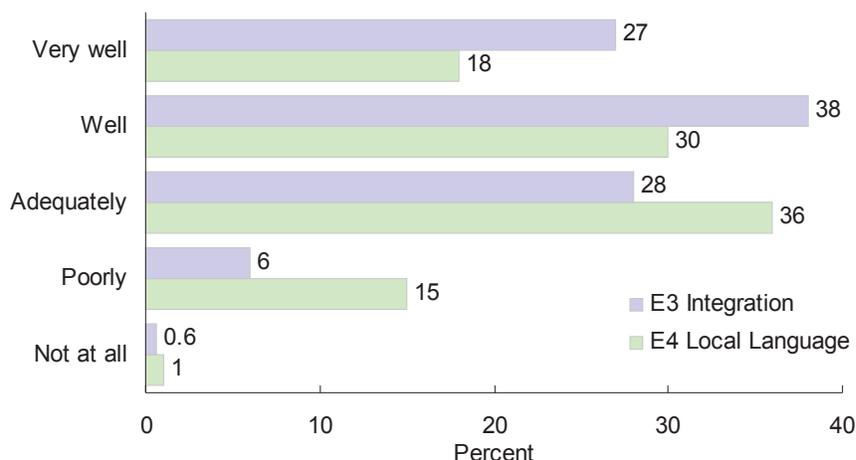


Figure 30.

How integrated into your community do you feel?
(n=4213)

(questions C3)

How well can you communicate in the language used by most local people?
(n=4210)

(questions C4)

Do Volunteers over age 50 answer differently about local language and community integration?

Volunteers age 50 and older (50+) were not different from Volunteers younger than 50 years old in terms of their community integration. There is a big difference, however, in terms of older and younger Volunteers' ability to communicate in the local language. Almost half of the 50+ Volunteers (46 percent) reported they spoke the local language *poorly* or *not at all*, compared to only 16 percent of the younger Volunteers with poor local language skills.

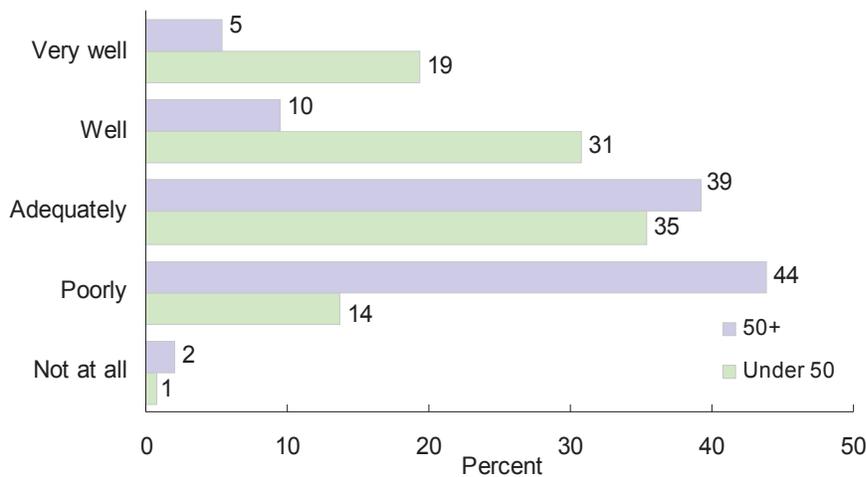


Figure 31.

Comparison of self-reported local language ability by Volunteers age 50+ years and Volunteers under 50.

How well can you communicate in the language used by most local people?
(50+ n=242; Under 50 n=3762)
(questions C4)

Only a small proportion of the 50+ Volunteers (15 percent) answered that they can communicate *well* or *very well* in the local language, compared to 50 percent of younger Volunteers. Helping older Volunteers to master local languages is a challenge which Peace Corps is meeting by providing Peace Corps nominees with the opportunity to get pre-service language training through language training software like Rosetta Stone.

Stress Factors and How Volunteers Cope with Stress

What are the factors that create stress or emotional health issues for Volunteers? More Volunteers rated the following four topics as *considerably* or *exceptionally stressful* than any other:

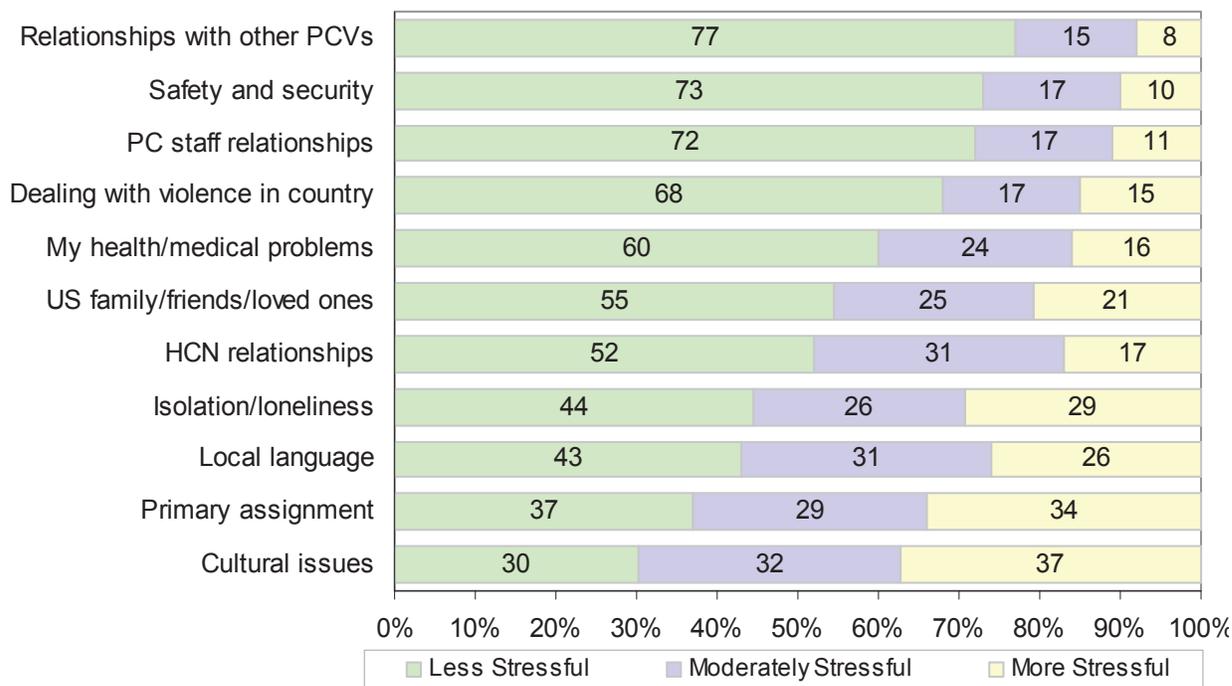
1. cultural issues (37 percent)
2. primary assignment (34 percent)
3. isolation/loneliness (29 percent)
4. local language (26 percent)

These four factors appear at the bottom of Figure 32 with the highest percentages of *more stressful* (*considerably* + *exceptionally stressful*) responses. In addition to these four factors, a small percentage of Volunteers (7 percent) selected an “other” factor; frequently mentioned topics that Volunteers commented on were the lack of money, boredom, sexual harassment, and relationships with counterparts. Volunteers’ written concerns about other stressors are listed in each post’s results report issued in November 2008.

Most Volunteers did not view their relationships with other PCVs as stressful; 77 percent marked this factor as either *not at all* or *minimally stressful*. Two other *less stressful* factors for most Volunteers were safety and security issues and their relationships with Peace Corps staff. Over two-thirds of the Volunteers (68 percent) also rated “dealing with violence in their country” (a new topic added to the Volunteer Survey in 2008) as *not at all* or *minimally stressful*. Volunteers’ views about in-country violence varied by post while there were three posts at which more than half of Volunteers rated in-country violence as *considerably* or *exceptionally stressful*.

Figure 32. To what extent do the following create stress and/or emotional health issues for you? (n=4371) (question E12)

Less stressful (in green) = Not at all + Minimally (Problematic)
 More stressful (In yellow) = Considerably + Exceptionally (Problematic)



What are the typical ways Volunteers cope with stress? From a list including the types of individuals with whom they talked and various activities in which they participated, Volunteers identified the typical ways they cope with stress (Figure 33). Volunteers most frequently (82 percent) answered they pursue personal hobbies to cope with stress. Many Volunteers also noted they talk with friends and family back in the United States or with other Volunteers not at their site (labeled as “outside PCVs” in the figure below).

The smallest percentage of respondents (20 percent) answered they talk with Peace Corps staff. (More information about Volunteers’ feedback on Peace Corps staff support is found in Chapter 7.)

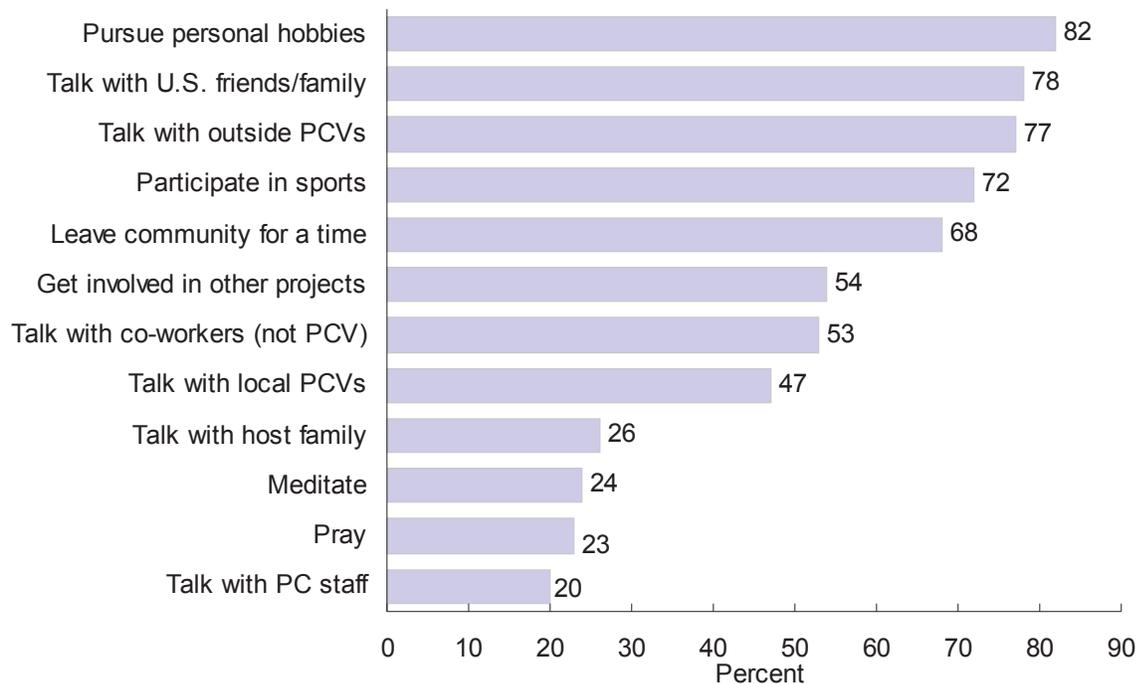
About 15 percent of the Volunteers added comments about other activities not on the list, such as reading, music, movies, Internet, writing letters or in a journal, bike riding, exercising, or socializing.

“I take time to enjoy the natural environment ... I bicycled daily to the edge of the ocean (not a beach, mud flats to the horizon) to watch the flocks of shore birds feeding in the early evening.”

“Force myself to go out and talk to people in the community.”

Seven percent added comments about the individuals with whom they talk, such as a spouse, fiancé, neighbors, community members or other local friends.

Figure 33. Please mark the typical ways in which you cope with stress.
 (Unless you choose “No Stress,” mark all that apply.) (n=4120) (question C13)



Three percent of the 3,672 Volunteers who answered this question said they have *no stress*. In general, Volunteers who reported *no stress* had been in-country either less than three months or more than 27 months.

Conditions at Residence and Worksite

Volunteers live and work under different conditions than in the U.S., such as not always having access to electricity and running water. Increased global access to information and communications technology has meant more Volunteers *usually* or *always* had access to cellphones and computers where they live.

Residential access to:		Always	Usually	Sometimes	Never	Table 9.
Electricity	(n=4216)	34%	40%	7%	18%	Do you have the following at your residence? (question C9a) Highlighting indicates highest percent response in each category – blue for “Always” or “Usually” responses and yellow for “Never” responses.
Running water	(n=4213)	28%	33%	12%	27%	
Landline telephone	(n=4203)	20%	7%	3%	70%	
Short-wave radio	(n=4190)	23%	9%	7%	61%	
Cellphone	(n=4212)	67%	18%	7%	9%	
Satellite phone	(n=4177)	2%	1%	1%	96%	
Computer	(n=4210)	45%	10%	6%	38%	
Internet access	(n=4209)	11%	13%	8%	68%	

With increasing access to cellphones and text messaging, Volunteers may have less need for short-wave radios, Internet, landline telephones, or satellite telephones. More than half of Volunteers (61 to 96 percent) reported they *never* had residential access to these information and communication tools.

As shown below, most Volunteers reported *daily* personal use of cellphones (64 percent) and text messaging (58 percent). More than half also reported *more than once a week* personal use of computers, email and Internet.

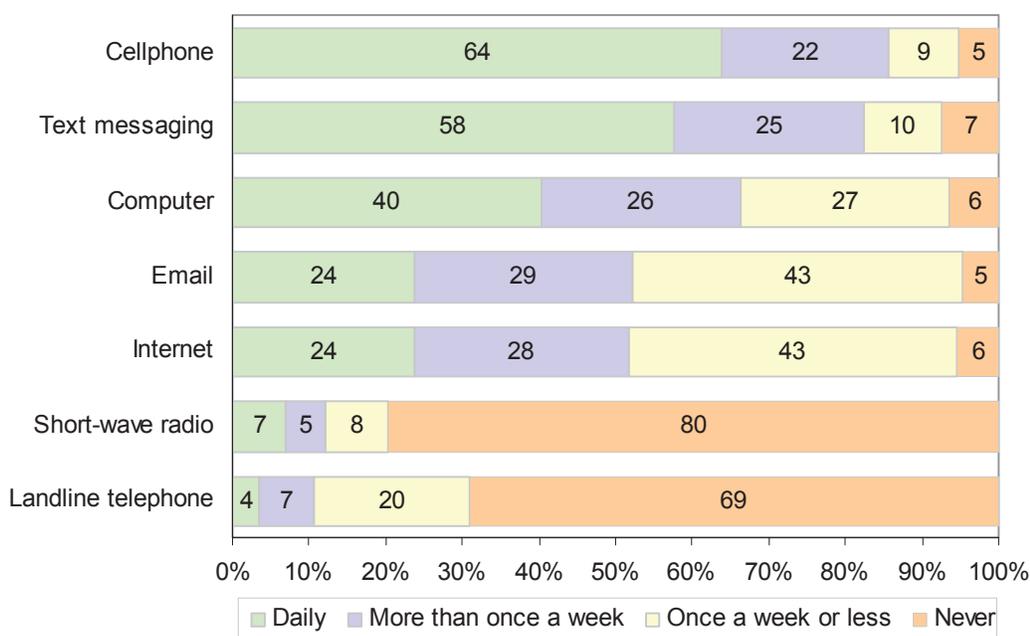


Figure 34. Please describe how often you typically use the following for personal use?

(In order as shown in figure:

n=4188

n=2450

n=4191

n=4189

n=4185

n=4183

n=3906

n=4193)

(question C10b)

A similar story emerged on Volunteers' access to, and use of, information and telecommunication technology at work. The two biggest differences are: 1) proportionately fewer Volunteers used cellphones and text messaging for work and 2) twice as many Volunteers always had landline telephone access at work than at their residences.

Work site access to:		Always	Usually	Sometimes	Never	Table 10.
Electricity	(<i>n</i> =4192)	34%	38%	12%	16%	Do you have the following at your worksite? (question C9b) Highlighting indicates highest percent response in each category – blue for “Always” or “Usually” responses and yellow for “Never” responses.
Running water	(<i>n</i> =4187)	29%	29%	13%	29%	
Landline telephone	(<i>n</i> =4178)	40%	14%	7%	39%	
Short-wave radio	(<i>n</i> =4140)	15%	8%	7%	70%	
Cellphone	(<i>n</i> =4170)	59%	18%	8%	14%	
Satellite phone	(<i>n</i> =4129)	3%	2%	1%	95%	
Computer	(<i>n</i> =4178)	40%	17%	14%	28%	
Internet access	(<i>n</i> =4177)	12%	18%	16%	54%	

Volunteers reported higher daily use of cellphones, computers and text messaging for work, but this usage was much less frequent than their personal use of these tools (Figure 35). The expanded availability of cellphones is likely the reason for the less frequent use of landline telephones at work.

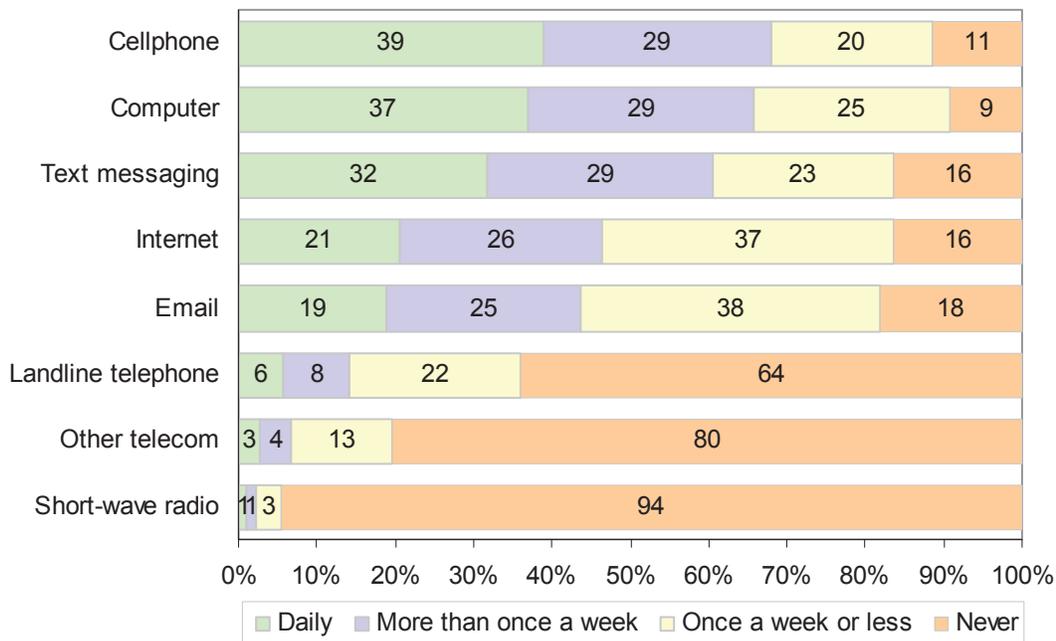


Figure 35. Please describe how often you typically use the following for work? (In order as shown: n=4212, n=4209, n=2456, n=4210, n=4205, n=4211, n=3906, n=4204) (question C10a)

Communicating with the Post

Almost three out of four Volunteers (72 percent) rated the effectiveness of their communication resources for contacting in-country staff as *good* or *excellent* (Figure 36).

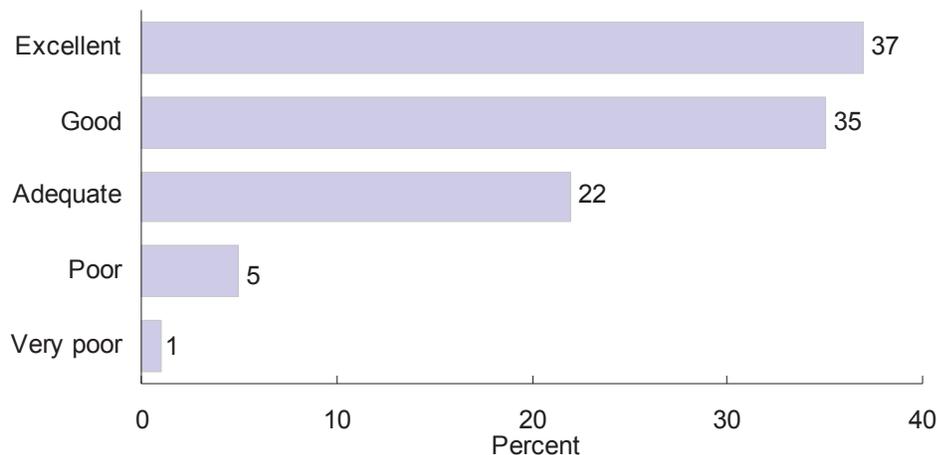


Figure 36. In general, how do you rate the effectiveness of your communication resources for contacting your in-country staff? (n=4178) (question C12)

When asked to rank the three most effective ways of communicating with Peace Corps in-country staff, the highest proportion of Volunteers (44 percent) chose the cellphone (Figure 37) as the *most effective* way of communicating with post staff. Text messaging (23 percent) and email/Internet (19 percent) were

also highly rated as *most effective* communication tools. Slightly more Africa Region Volunteers (43 percent) reported that text messaging was their *most effective* way of communicating than the 39 percent of Africa Region Volunteers who rated the cellphone as the *most effective*.

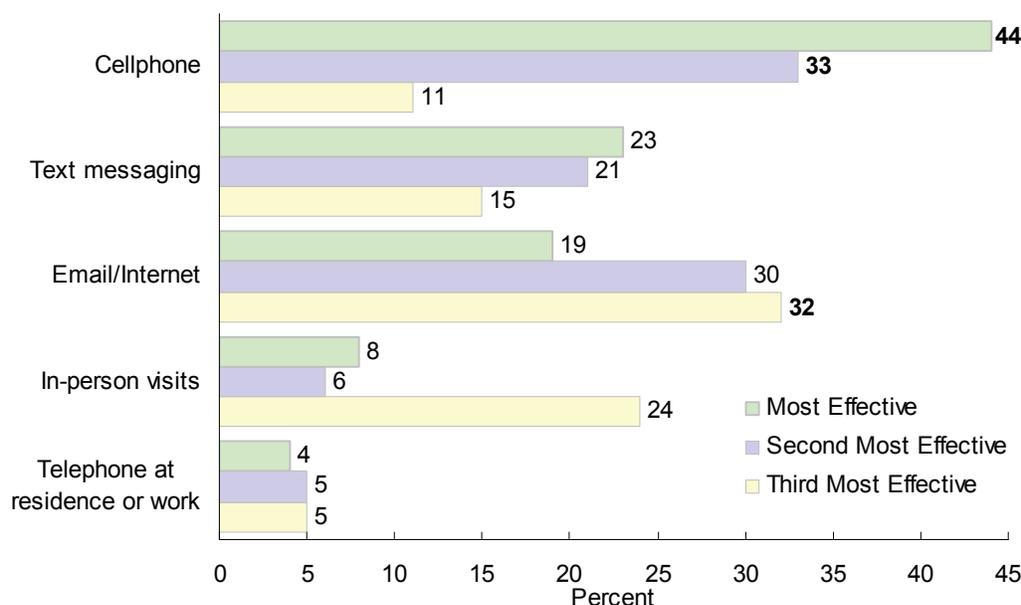


Figure 37. From the list below, choose the three most effective ways that you communicate with Peace Corps in-country staff. (n=4201)

(question C11)

Note: Highest percent in each of the three effectiveness categories is in **bold font**.

Volunteers' top choice for the *second most effective* way of communicating with post staff was also the cellphone (33 percent), followed closely by email/Internet (30 percent).

Although more Volunteers' selected email/Internet (32 percent) as their *third most effective* communication tool, almost one in four reported that in-person visits were the *third most effective* way of communicating. Another regional difference was that more IAP Region Volunteers (32 percent) rated in-person visits as *third most effective*, rather than email/Internet (26 percent).

Less than 5 percent of Volunteers selected the possible choices of *other landline telephone* (i.e., not the landline telephone at the Volunteer's residence or work), letters, and fax. Few Volunteers selected any of the other communication choices: cable/telegram, CB radio, and satellite phone, although a few Volunteers wrote in about these and other means of communications such as "taxi notes" and "Skype" in the "other" comment field.

Project Resources

"The PC staff networking and contacts with organizations in the capital have helped me be a more effective Volunteer. The post's staff alerts us to grant opportunities and deadlines for participation in fairs and other outreach opportunities."

Asked about their use of four types of resources (shown below in Figure 38), more respondents (61 percent) reported using Peace Corps Resource Center materials than any of the other three resources. Depending on the post, however, Volunteers may not have had access to the small project assistance (SPA) grants, the Peace Corps Partnership Program (PCPP), or HIV/AIDS funding. Less than one in five Volunteers reported using a resource other than Resource Center materials.

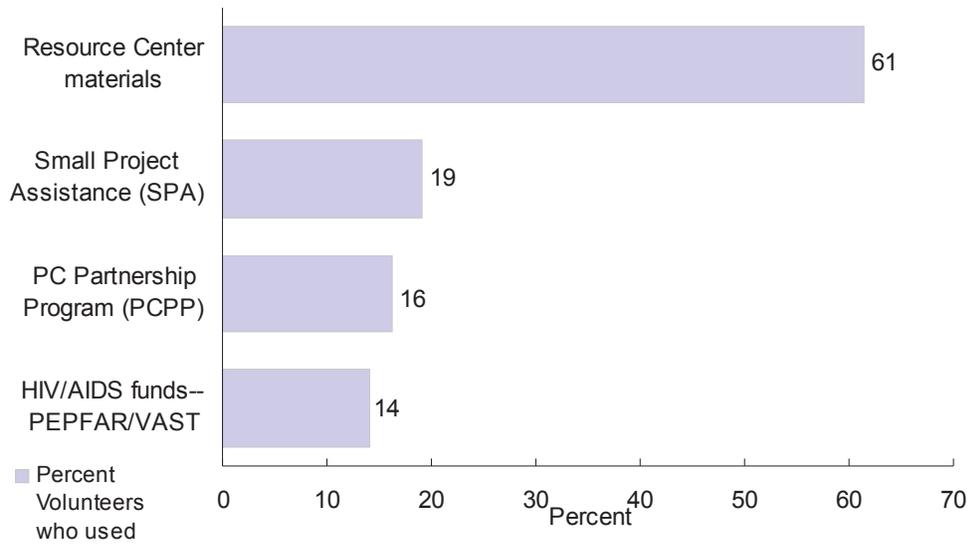


Figure 38.
Volunteers' reported use of various resources.
(Resource Center Materials n=4059; SPA n=4070; PCPP n=4054; HIV/AIDS funding n=4059)
(question D10)

Most Volunteers who had never used a resource did report they were aware of the resource.

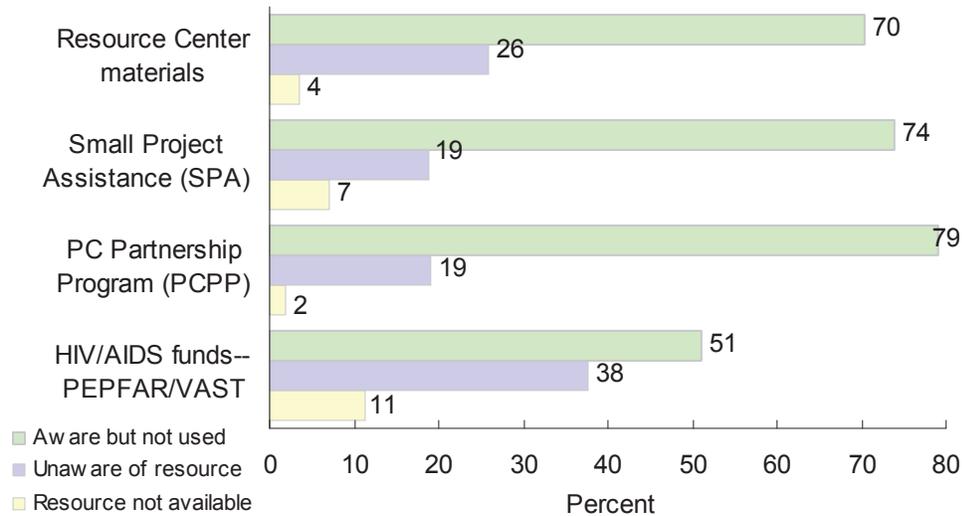


Figure 39.
Awareness/availability of resource according to Volunteers who have not used the resource.
(Resource Center Materials n=1566; SPA n=3289; PCPP n=3397; HIV/AIDS funding n=3488)
(question D10)

Almost all of the respondents who used one or more of the resources rated the resource as *effective* or *very effective* as shown below. Less than one in 10 reported it was *ineffective* (Figure 40).

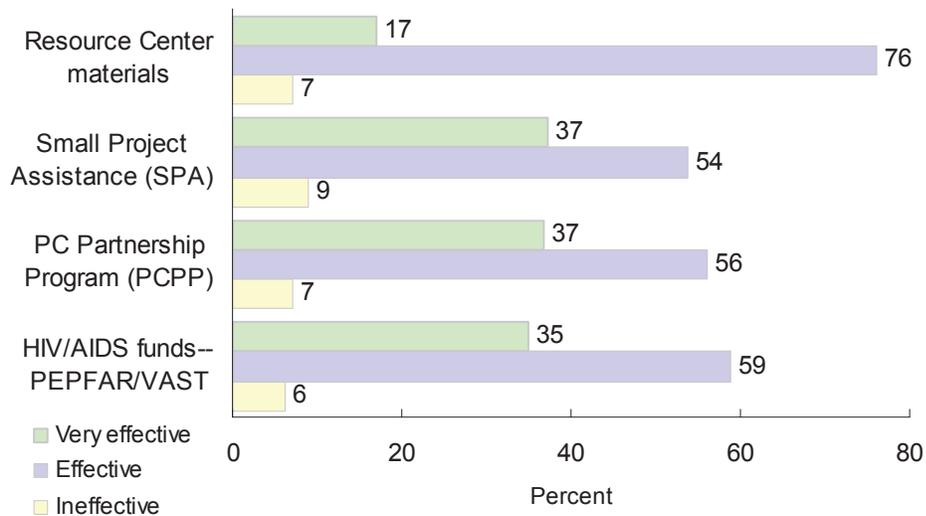


Figure 40.

Evaluation of resource effectiveness by Volunteers who have used the resource to support their Volunteer activities.

(Resource Center Materials n=2493; SPA n=781; PCPP n=657; HIV/AIDS funding n=571)

(question D10)

Over 500 respondents wrote in comments about other types of resources they had used. The four types of other resources mentioned most often were:

1. NGOs (15 percent)
2. Host government, business or community (14 percent)
3. PC staff/ resources (13 percent)
4. Family, friends, donations from the U.S. (13 percent)

Many Volunteers also specifically mentioned Returned Peace Corps Volunteer groups, the U.S. Embassy, and book donations and support, especially from the Darien Book Aid Foundation.



VII. Training for Peace Corps Assignment

All Peace Corps Volunteers participate in a pre-service training (PST) program prior to being sworn in as a Volunteer. During their service, Volunteers also participate in periodic training programs (in-service training – IST).

The length of PST varies among posts, from one program lasting between 10 and 12 weeks to a three-phase program, where formal training is interspersed with on-site work. Most respondents (72%) to this survey reported their PST period was 10 weeks or longer. A majority of Volunteers in two regions, IAP and EMA, reported their PST was 11 weeks or longer. In the Africa region, however, more than half (51%) of the Volunteers reported their PST was nine weeks or less.

The following section reports on Volunteers' perceptions of the effectiveness of both pre-service and in-service training programs. Volunteers rated the effectiveness, on a five-point scale from *very effective* to *not at all effective*, of eleven items covered in PST and IST.

Pre-Service Training (PST) Effectiveness

Overall, the majority of posts were rated as *adequate* or better with regard to how well respondents thought PST prepared them for their Peace Corps service.

Volunteers reported PST was *very effective* in preparing them to maintain both their personal safety and security (78%) and personal health (69%).

The following four areas of training that focus on preparing Volunteers to manage the **cross-cultural experience (Goals 2 and 3)** were also rated as *very effective* by a majority of the Volunteers:

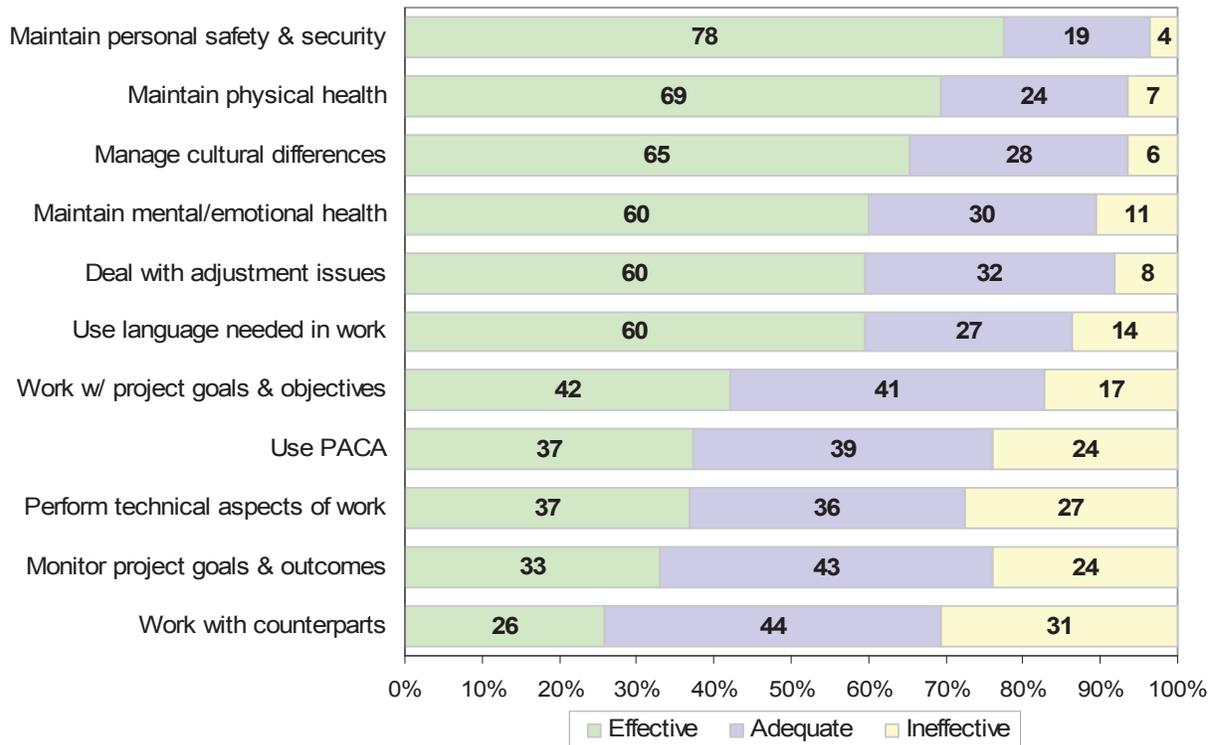
1. Maintaining mental/emotional health (65%)
2. Managing cultural differences (60%)
3. Dealing with adjustment issues (60%)
4. Using the local language (60%)

Volunteers' responses varied on the effectiveness of PST's six areas of training that **prepare Volunteers for their work assignments (Goal 1)**. Less than half of the Volunteers felt PST prepared them *very effectively* to work with their project goals (42%). About one-third felt *very prepared* to perform the technical aspects of their work (37%), and to monitor project goals and objectives (33%). Volunteers felt least prepared to work with counterparts (23%).

Figure 41. How effective was your pre-service training (PST) in preparing you to-- (question B2)

(In order as shown: n=4166; n=4159; n=4211; n=4178; n=4198; n=4159; n=4123; n=3861; n=4129; n=4021; n=4155)

[Effective + Very Effective = Effective; Poor + Not at all Effective = Ineffective]



Note: This figure uses grouped ratings with the grouped two highest ratings labeled *Effective* and the grouped two lowest ratings labeled *ineffective*. According to the highest percentage of respondents (78 percent), the most effective PST topic is listed at the top of the figure. The least effective training topic (only 26 percent of respondents rated it either *effective* or *very effective*) is at the bottom.

The 2008 survey respondents ranked the topics in almost the same order as respondents to the 2006 Volunteer Survey. The major difference is that more Volunteers in 2008 rated every one of the PST topics as *effective* or *very effective*, even the least effective training topics, more positively than the Volunteers did in 2006.

Volunteers were asked to write in their own words about “What aspects of your PST could have been improved? (Please be specific and provide examples.)” The analysis of 3,018 respondents’ comments identified the following three themes for improvement:

1. Technical training (35 percent)
2. Language training (23 percent)
3. How PST is conducted (14 percent), e.g., instructors, treatment of Volunteers, and PST time management

Volunteers who recommended more technical and language training expressed their desire for more

- practical experience to apply their technical training and
- focus on the technical vocabulary relevant to their work.

Respondents also recommended that posts

- use more qualified instructors and fewer Volunteers as PST trainers;
- make training more site-specific;
- require more course preparation from PST trainees; and
- eliminate icebreaker and “summer camp” activities to devote more time to language, technical and cultural training.

Volunteers suggested ways to improve their work in monitoring of project goals and outcomes by

- providing clear descriptions of post and sector goals;
- teaching measurement and evaluation techniques;
- dedicating more time to Participatory Analysis for Community Action (PACA) training; and
- providing examples of project successes and challenges.

Many Volunteers offered ideas on how posts can contribute to a good working relationship between the Volunteer and counterpart through

- a better alignment of the Volunteer’s skills and the community’s needs;
- well-defined work assignments for both Volunteer and counterpart; and
- better site-specific information.

“Our technical training was great in that it was general and applied to many things we could possibly be doing; however, it failed to prepare us for the reality of describing our jobs to host country nationals and counterparts and figuring out how to translate project goals and objectives into successful and relevant activities.”

In-Service Training (IST) Effectiveness

Question B4 provided Volunteers with examples of in-service training (IST) to clarify what they were to evaluate. IST was described as: reconnect; technical IST; project management/leadership conferences; sector conferences; mid-service and close of service conferences; and other post-sponsored workshops, conferences, and training sessions.

Keeping Volunteers safe and healthy is a top Peace Corps priority. Peace Corps’ emphasis on safety and physical health is reflected in Volunteers’ positive evaluations of the IST to prepare them to maintain their personal safety and security (61 percent *effective*) and their physical health (54 percent *effective*). Similar to the PST ratings of these topics, less than 10 percent of Volunteers rated their IST in these areas as *ineffective* (Figure 42). Volunteers were equally positive about how well IST had helped them to maintain their mental/emotional health (54 percent *effective*).

Volunteers were not as positive about how well IST helped them to use language needed in interactions (45 percent *effective*) or manage cultural differences (44 percent *effective*) as they were about their PST in these areas.

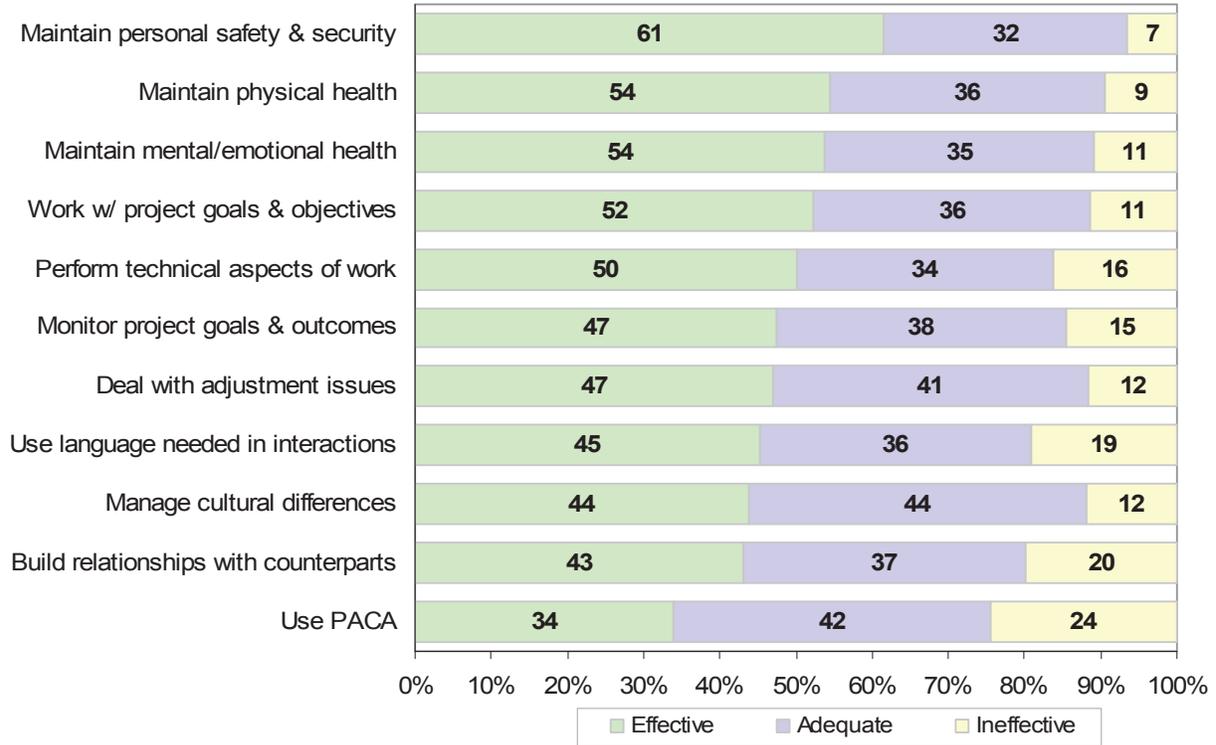
Similar to the PST ratings, Volunteers rated the IST to build and strengthen working relationships with counterparts as one of the *least effective* aspects of IST. One in five (20 percent) Volunteers rated their training to work with counterparts as *ineffective*.

The lowest rated IST topic is how to use participatory development assessments (e.g., Participatory Analysis for Community Action or PACA). Only 34 percent of Volunteers rated their PACA training as *effective*, and 24 percent rated it as *ineffective*. One explanation for Volunteers’ lowest ratings of PACA training effectiveness may be that most IST typically occurs after most Volunteers have arrived at their sites and conducted their initial and often only participatory development assessment. Given limited IST resources, posts may not view further PACA training during IST as a priority.

Figure 42. Please evaluate your in-service training (IST) in helping you to-- (question B4)

(In order as shown: n=3428; n=3304; n=3367; n=3618; n=3604; n=3515; n=3421; n=3291; n=3333; n=3504; n=2977)

[Effective + Very Effective = Effective; Poor + Not at all Effective = Ineffective]



A follow-up question asked Volunteers to write in their own words about “What aspects of your IST could have been improved? (Please be specific and provide examples.)” An analysis of the 1,770 respondents’ comments identified the following six themes as the most frequently mentioned ideas about areas for IST improvement:

1. Technical training (21 percent)
2. Language training (18 percent)
3. IST time management (13 percent)
4. The role of Volunteers in planning IST (12 percent)
5. Emotional support (9 percent)
6. Opportunities for Volunteers to reconnect (9 percent)

Volunteers made many of the same suggestions for IST that were suggested as PST improvements. Many Volunteers recommended

- more technical and language training;
- more focus on the technical vocabulary needed for the work;
- more project-specific practical sessions on primary and secondary skills;
- more expert instructors; and
- less time on “ice breakers.”

Volunteers also recommended allocating more IST time to specific technical topics such as capacity

building methods; proposal writing and project design; monitoring and evaluation; and Participatory Analysis for Community Action (PACA).

More than one out of every 10 respondents commented that IST could be improved by including more Volunteer input into the IST planning. This is exemplified in the following comment:

“The Peace Corps office was not active in seeking out our input. As a result, technical sessions were very general and, many times, largely unhelpful, because they did not speak to our particular situations.”

To improve their ability to work with counterparts, Volunteers also suggested posts might boost counterpart training attendance through timely distributions of invitations and greater observance of local protocol. Others suggested

- more joint Volunteer/counterpart training sessions;
- more post feedback to Volunteers and counterparts on their joint work plans; and
- more IST time for Volunteers, counterparts and staff to discuss project goals and outcomes.

“IST should provide a 30-minute forum for every Volunteer and his/her counterpart to present their work. This will help to bring PCVs and HCNs to the trainings with a goal and a purpose and give them subject matter to discuss with others at the conferences.”

Another theme of the IST comments was how to improve on the emotional support provided through IST. Volunteers suggested

- using trained counselors for group and individual sessions;
- allowing less time at IST for Volunteers to complain, which might make counterparts and other local people uncomfortable;
- spending more time on problem-solving focused discussions; and finally
- scheduling more time for Volunteers to reconnect with each other.

In summary, based on low effectiveness ratings and Volunteers' comments, there is a perceived need to improve PST/IST technical and language training, as well as the training and process of working with counterparts.

Technical Skills Needed for Primary Assignments

Volunteers were asked to provide feedback on the specific technical skills they needed to conduct their work and whether or not the Peace Corps adequately provided them with these skills. Most Volunteers agreed that they needed each of these skills for their work in the Peace Corps (Table 11).

A majority of the respondents confirmed that before joining the Peace Corps, they already had the skill to monitor and report on project work (78 percent), as well as assignment-specific skills (72 percent). Over half also had pre-service skills to organize community activities (56 percent). Less than half of respondents said that before their service they had the skills to design and implement training sessions (43 percent), assess community needs (33 percent) and build the capacity of local organizations (26 percent).

Most Volunteers felt they received adequate training in these skill areas. The one important exception is that less than half of the Volunteers (47 percent) reporting receiving *adequate* training to build the capacity of local organizations, highlighted in yellow in the table below. Most Volunteers (79 percent) agreed that local capacity building was needed for their Peace Corps work and only 26 percent had this skill before joining the Peace Corps.

	Is the skill needed for your work in the Peace Corps?	Did you have the skill before joining the Peace Corps?	Have you had adequate Peace Corps training in this skill?	Table 11. Technical Skills Related to Their Work. (Skill needed n = 4204; 4199; 4196; 4185; 4195; 4189; Skill before n = 4207; 4203; 4200; 4192; 4207; 4196; Adequate training n = 3823; 3750; 3740; 3410; 3828; 3526)
	Percent answering "yes"			
a) Assignment-specific skills	91%	72%	62%	<i>(question B6)</i> <i>Yellow highlighting indicates the lowest percentage of Volunteers reporting adequate Peace Corps training in this skill.</i>
b) Assess community needs	89%	33%	75%	
c) Organize community activities	88%	56%	64%	
d) Build capacity of local organizations	79%	26%	47%	
e) Monitor/report project work	91%	78%	67%	
f) Design/implement training sessions	82%	43%	58%	

This finding is supported by the Volunteers' comments (discussed in the prior IST section) that IST should provide more specific training on capacity building methods. Volunteers who are adequately trained to build the capacity of local organizations may contribute more to the Peace Corps' first goal to build local capacity for sustainability. Given the importance of this skill for Peace Corps' first goal, more emphasis on adequate Volunteer training in this area is recommended.



VIII. Peace Corps Staff Support

To achieve the Peace Corps' first goal of providing trained men and women to meet host country needs, the Peace Corps must adequately support Volunteers in the field. This chapter reports Volunteer feedback about the support they received from Peace Corps in-country staff both directly and indirectly through the preparation of housing, host country counterparts, and others with whom Volunteers work. Support also includes support received from other Volunteers, measured through proximity to other Volunteers and frequency of visits. Volunteers also provided feedback on the visits they received from their country director, program staff members, Peace Corps medical officers (PCMOs), and safety and security staff.

Preparation of Adequate Housing, Host Country Colleagues, and Worksite

Most Volunteers (72 percent) received adequate housing when they arrived on-site. Another 19 percent had adequate housing within three months. As shown in the figure below, almost all Volunteers (95 percent) in country more than six months had adequate housing within the first six months.

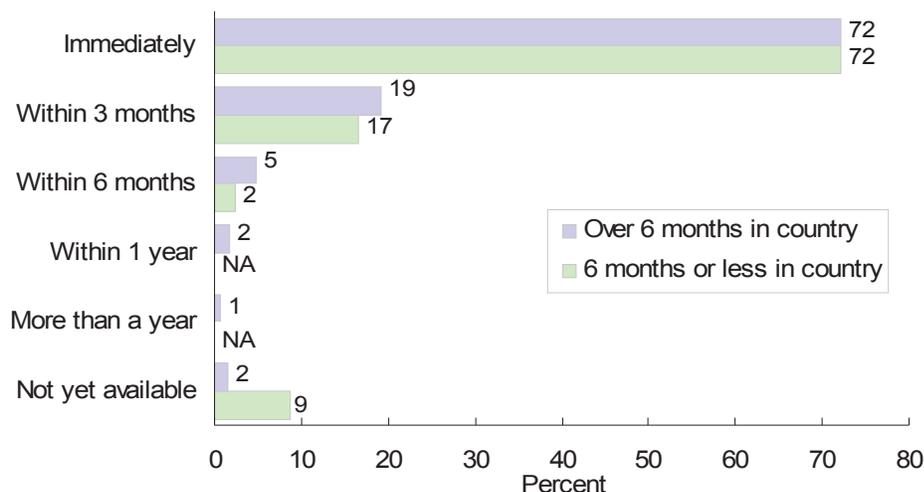


Figure 43.

How soon after you arrived in your community was adequate housing available?

(Over six months in country n=3708; Six months or less n=446)

(question E1)

Volunteers were also asked how prepared their host country colleagues and their actual worksite were when they arrived at site. Figure 44 shows most Volunteers (74 percent) said the host people with whom the Volunteers work were at least *adequately* or better prepared upon their arrival. Volunteers were even more positive (79 percent) about how prepared their site was for their arrival.

Site preparation and preparation of the host people who will work with the Volunteers may not only vary across posts, they may also vary across project areas at a post. Given the importance of making sure the local counterpart and community are prepared for the Volunteer's arrival, posts may consider ways to improve on the preparations of both site and host country people who will work with Volunteers; especially if their Volunteers reported even higher percentages of *poorly* or *not at all* prepared sites/host people than these global results.

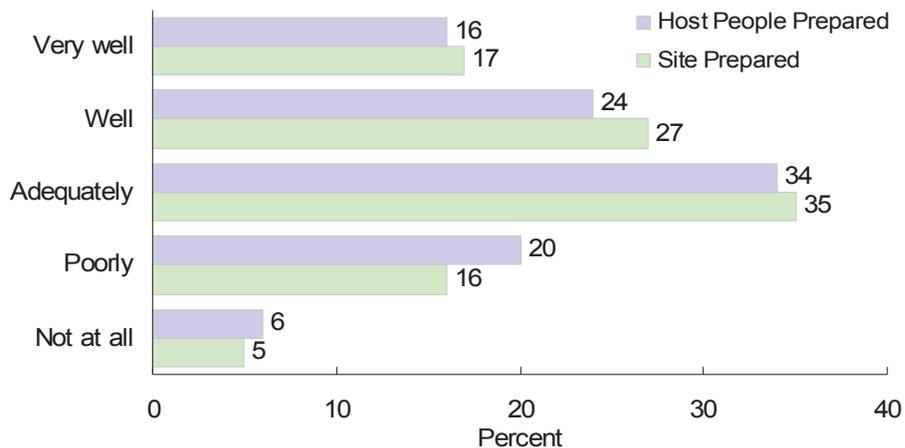


Figure 44.

How prepared for your arrival were the host people with whom you work? (*n*=4170)

(question E2)

How well prepared was your site upon your arrival? (*n*=4168)

(question E3)

While these global results are generally positive, there is room for improvement. As noted above, this can only happen through post-specific and even project-specific efforts to make sure host people at the Volunteer's site are well prepared for their Volunteer's arrival.

Proximity to Other Volunteers

How close are Volunteers to other Peace Corps Volunteers? Two-thirds of the Volunteers lived 30 kilometers or less from the nearest Volunteer (Figure 45). This fits with most Volunteers' stated preference to live near another Volunteer. Given the difficulties of travel from site to site, despite proximity in terms of distance, only 43 percent of the Volunteers can travel to the nearest Volunteer in 30 minutes or less (Figure 46).

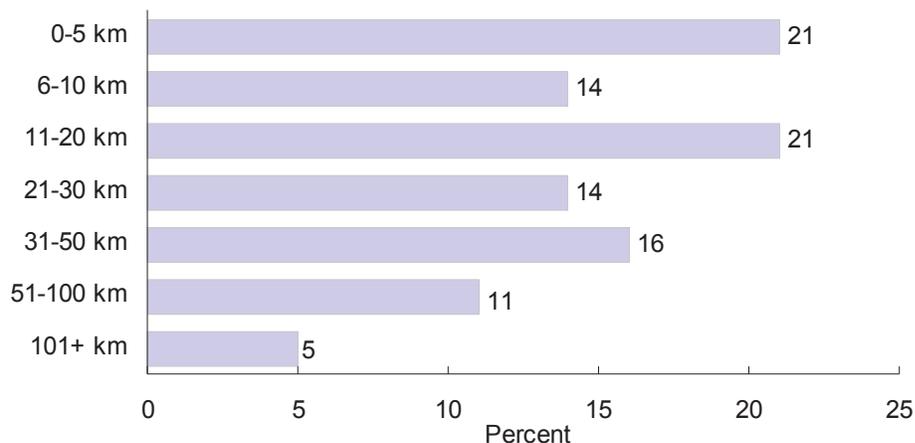


Figure 45.

How far away in distance is the closest PCV to you, other than your spouse or site mates? (*n*=4113)

(question C6a)

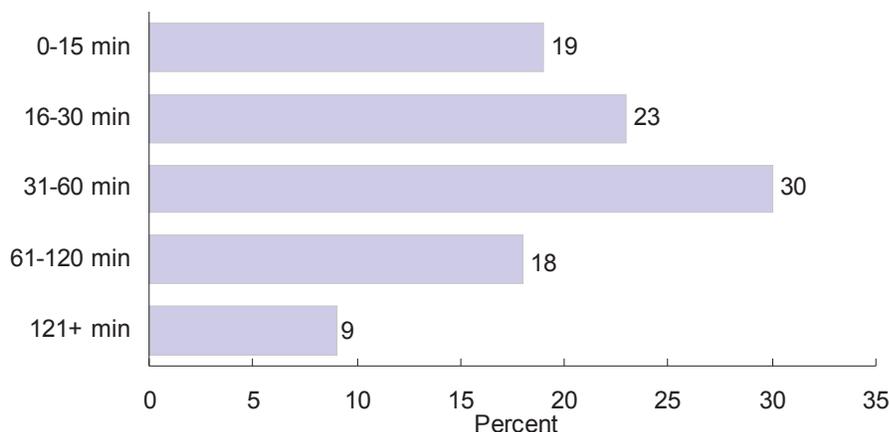


Figure 46.

How far away in time is the closest PCV to you, other than your spouse or site mates?
(n=4113)

(question C6b)

Two out of five Volunteers (40 percent) reported they saw other Volunteers at least weekly or more often, as shown in the table below. Still, most Volunteers (59 percent) reported they saw other Volunteers every two weeks, monthly or even less than once a month.

Responses	Percent
Daily	3%
Several times a week	10%
Weekly	27%
Every two weeks	29%
Monthly	20%
Less than once a month	10%

Table 12.

How often do you see other Volunteers (not including your spouse or site mates)?
(n=4212)

(question C7)

Proximity of Volunteers to Peace Corps Support

Only a small percentage of Volunteers are located less than a two-hour trip from Peace Corps offices (Table 13). Most Volunteers who had a regional Peace Corps office reported it was still a trip of two hours or more; for some, a trip to the regional office could take seven hours or more. At least 41 percent reported they could reach a Peace Corps-approved health care provider within two hours by their usual means of transportation.

		Less than 2 hours	2 to 6 hours	7 to 10 hours	11 to 18 hours	19 to 24 hours	More than 24 hours	NA
Main PC office?	(n=4144)	14%	40%	20%	13%	5%	8%	--
Regional PC office?	(n=4094)	13%	23%	6%	4%	1%	3%	49%
PC-approved health care provider?	(n=3984)	41%	40%	11%	5%	2%	2%	--

Table 13.
How many hours does it take you, by your usual means of travel, to reach--
(question E4)

Blue highlighting indicates the highest percentage response for each destination.

Support Received from Peace Corps Staff

Most Volunteers responded they were very satisfied (*considerably or completely*) with in-country Peace Corps staff support, especially in terms of safety and security and medical staff (Figure 47). Volunteers were least satisfied with their in-country support for technical skills and feedback on my work reports, with 22 percent and 30 percent of respondents, respectively, reporting their dissatisfaction. Almost a quarter of Volunteers were also not satisfied with the support they received for their job assignment.

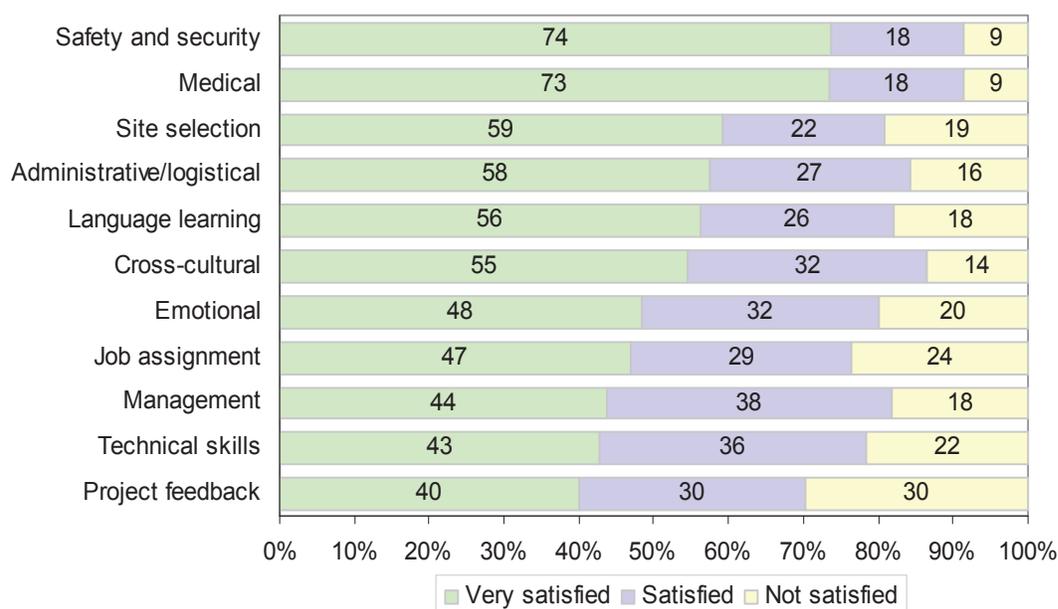


Figure 47.
How satisfied are you with the following support provided by the Peace Corps staff in your host country?
(In order of figure n = 4037; 4056; 4029; 4079; 3935; 3884; 3768; 4042; 3907; 3966; 3863)
(question E7)

Figure 48 shows higher percentages of respondents reported *good/exceptional* host country support in the areas of cross-cultural, safety and security, and language. Volunteers felt much less supported by their host country colleagues on emotional, technical skills, and job development issues.

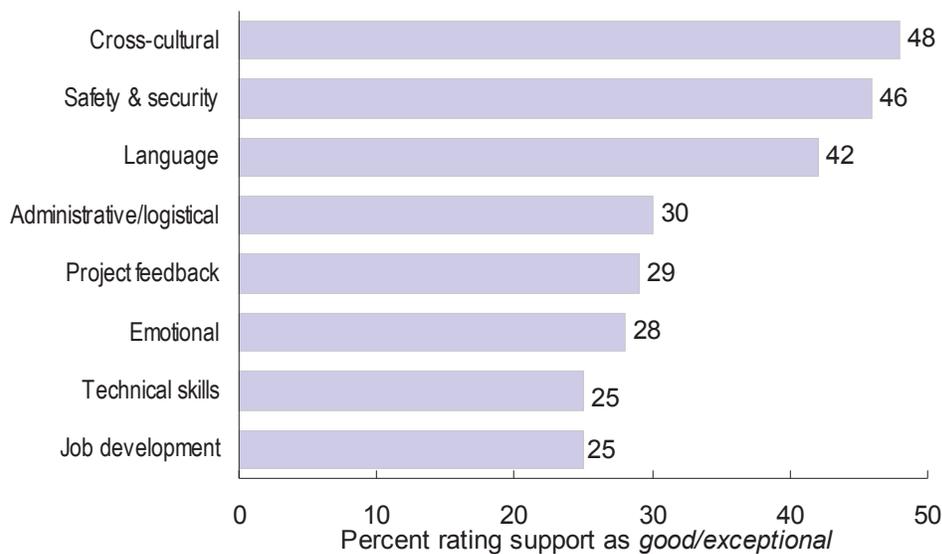


Figure 48. How much support do you receive from host country supervisors, sponsors, or counterparts in the following areas?
(Top two of five possible ratings = good/exceptional)

(In order of figure n = 4026; 3902; 3989; 3971; 3976; 3907; 3915; 3953)

(question E8)

Similar to Volunteers' positive evaluation of their overall in-country medical support, a majority of respondents (72 percent) reported they were *considerably* or *exceptionally satisfied* with the health care they received from their PCMO(s). Less than 10 percent were *minimally* or *not at all satisfied*.

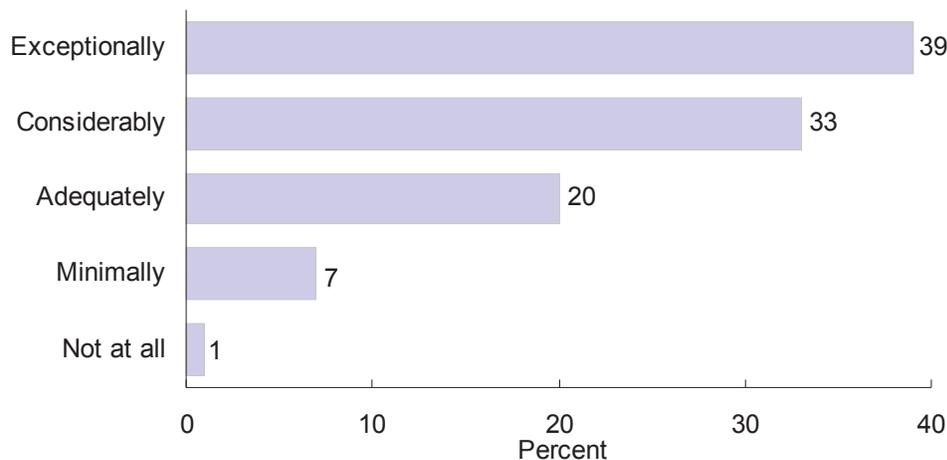


Figure 49. How satisfied are you with the health care that you receive from your PCMO(s)?
(n=4101)

(question E5)

Visits from In-Country Peace Corps Staff

Most Volunteers (82 percent) have been visited at least once by their APCD or program manager (Figure 50). More than half have also been visited by their PCMO. Less than half of the respondents reported getting a visit from their safety and security coordinator (SSC), country director (CD), or programming and training officer (PTO)/sub-regional programming and training coordinator (SRPTC).

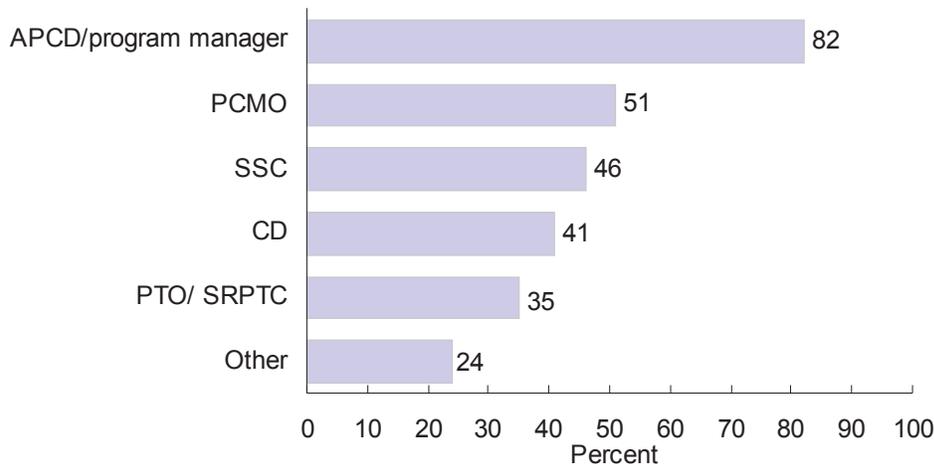


Figure 50.
Percent Volunteers reporting one or more visits from Peace Corps staff since swearing in.
(In order of figure n = 3669; 3798; 3876; 3895; 3922; 2765)

(question E10)

Figure 51 shows the highest percentages of Volunteers (92 percent) rated the informative content of their visits from their safety and security coordinators (SSCs) and PCMOs as *adequate*. All post visitors, however, received no less than 82 percent of Volunteers reporting their visits provided *adequate* information.

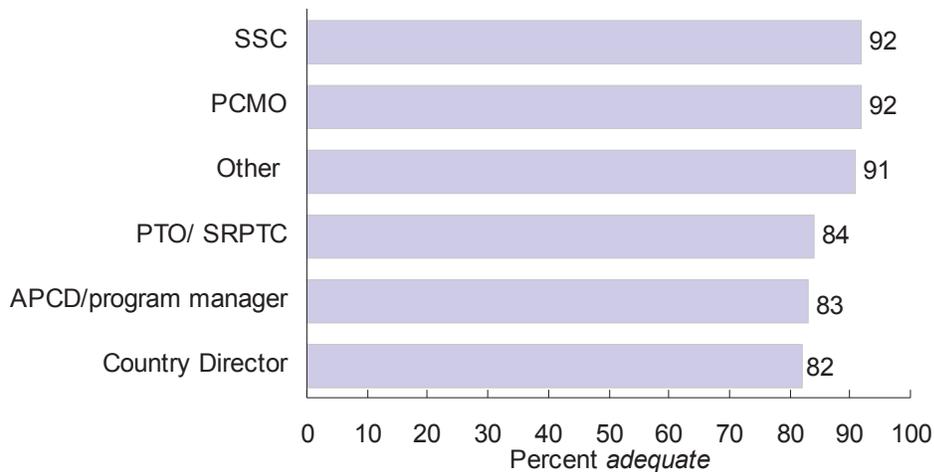


Figure 51.
Percent rating “informative content” of visit/s as *adequate*.
(In order of figure n = 1994; 2216; 682; 1476; 3397; 1803)

(question E10a)

Almost all Volunteers rated the visits from Peace Corps staff as *adequate* in terms of the Volunteers’ comfort level in discussing issues (Figure 52) and the staff’s responsiveness to the Volunteer’s issues (Figure 53). While 79 percent represents a majority of Volunteers satisfied with the responsiveness to their issues during the APCD/program manager’s visits, as shown in Figure 53, this is the lowest adequate rating of any type of post visitor for any of the three topics (Figures 51-53).

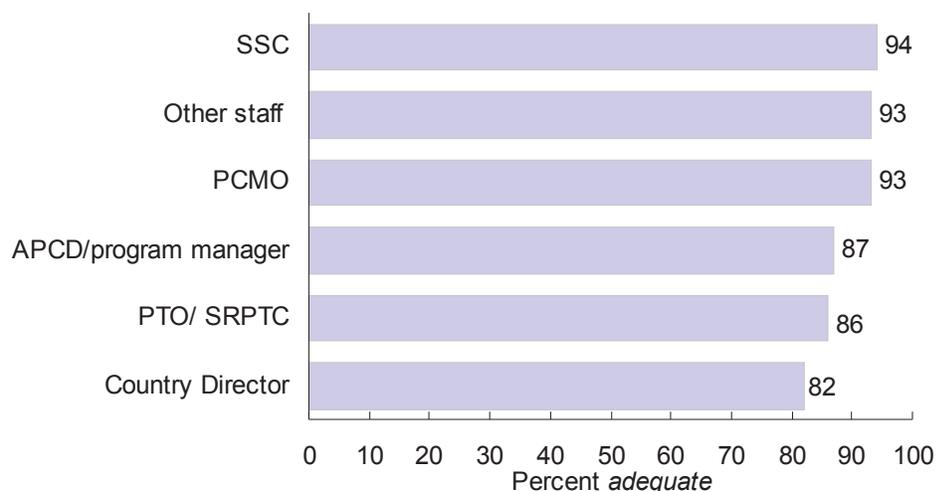


Figure 52.
Percent rating “comfort level discussing issues” of visit/s as *adequate*.

(In order of figure n = 1996; 682; 2210; 3393; 1467; 1800)

(question E10b)

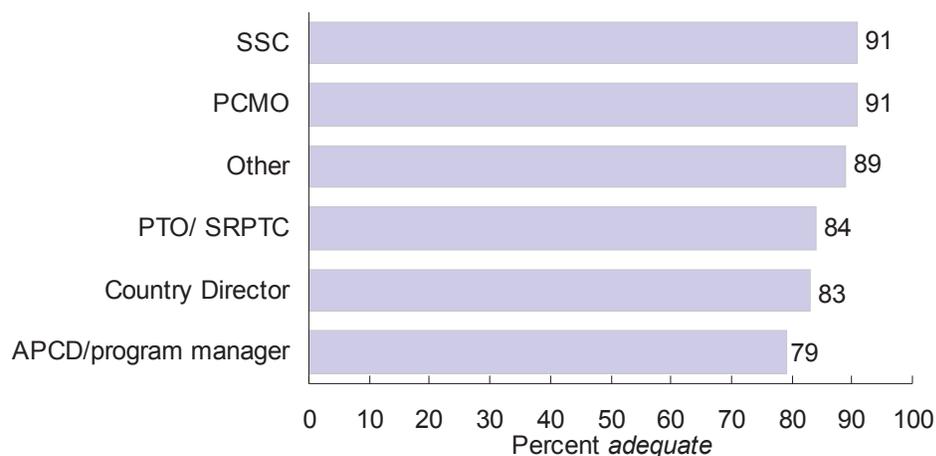


Figure 53.
Percent rating “responsiveness to Volunteer’s issues” of visit/s as *adequate*.

(In order of figure n = 1988; 2208; 680; 1471; 1791; 3392)

(question E10c)

In terms of

- informative content;
- Volunteers’ comfort level discussing issues; and
- responsiveness to Volunteer issues,

almost all respondents (79 percent or more) rated in-country staff visits as *adequate* in all three areas. Compared to the 2006 Volunteer Survey results, there are slightly higher percentages of 2008 Volunteers reporting all aspects of visits as *adequate*.

The results of a question added to the 2008 Volunteer Survey at the suggestion of a country director (Figure 54) provides another way of gauging Volunteers’ sense of their country director’s support. Less than one in five Volunteers (19 percent) answered that their country director does *not* or only *minimally* interacts with Volunteers in order to be aware of their concerns and issues.

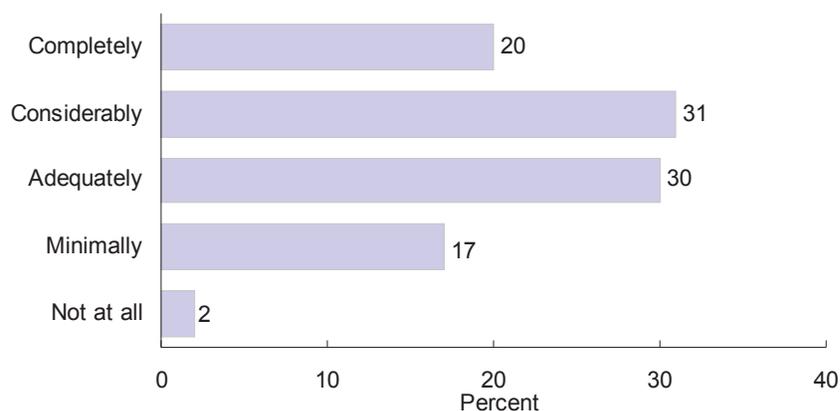


Figure 54.

To what extent does your country director interact with Volunteers to be aware of Volunteer issues and concerns?
(n=4065)

(question E11)

Family or Personal Emergency

Only 16 percent of Volunteers reported they had experienced a personal emergency. About one in four Volunteers who experienced an emergency (27 percent) reported they received *minimal* or *no support* from Peace Corps (Figure 55).

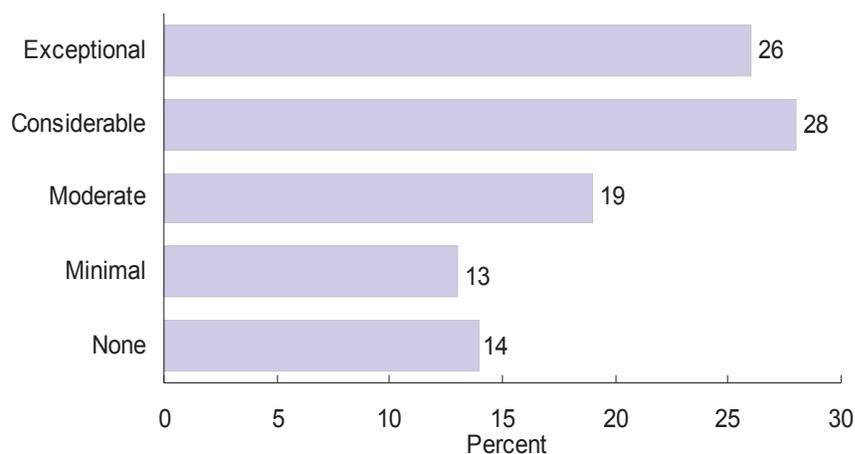


Figure 55.

If you experienced a family or personal emergency since you started as a PCV, how much support and assistance did you receive from the Peace Corps?

(n=652)

(question E6a)

While only a minority reported a lack of support for their situation, some of the comments Volunteers wrote in to the follow-up question “Please comment on the support you received” spoke of unsympathetic staff. Here are two examples from Volunteers about their very different experiences with Peace Corps’ support during their personal emergencies:

“The support was very textbook: asking questions from a list, and no follow up later on.”

“PC helped me immensely in being able to make it home for a close family member’s death. They were extremely understanding.”

IX. Volunteer Safety and Security

Volunteer safety and security remains one of Peace Corps' highest priorities, balanced with maintaining the effectiveness of the Volunteer experience. From application through close of service, the Peace Corps works to provide the best training and information about safety risks and how Volunteers can minimize those risks. As noted in the previous two chapters, Volunteers gave the highest ratings to safety and security training and staff support for safety and security.

What are Volunteers' perceptions of safety and their experiences with crimes? This chapter reports Volunteers' perceived risks to their safety and their experiences with crime and harassment.

Threats to Volunteer Safety

Most Volunteers feel safe where they live and work. Almost all Volunteers felt *adequately safe* or *very safe* where they lived (95 percent) and worked (98 percent) as shown below. The yellow shading in the table highlights that 15 percent of Volunteers felt *unsafe* when traveling in their host country and 18 percent reported feeling *unsafe* in the city where the main Peace Corps office was located.

Situation		How safe do you feel?					Table 14. How safe do you feel in the following situations?
		Not At All Safe	Often Unsafe	Adequately Safe	Usually Safe	Very Safe	
Where you live	n=(4083)	<1%	4%	10%	28%	57%	(question F1)
Where you work	n=(4082)	<1%	2%	8%	23%	67%	Yellow highlighting indicates the highest percentages of Volunteers reporting feeling unsafe.
When you travel in-country	n=(4082)	3%	12%	27%	40%	17%	
City of main PC office	n=(4079)	3%	15%	29%	35%	18%	

About two-thirds (65 percent) reported they felt either *well informed* or *very well informed* about in-country events that might affect their safety (Figure 56).

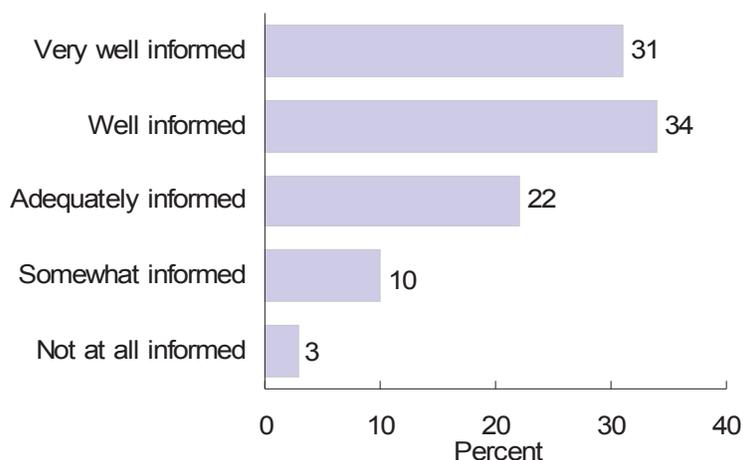


Figure 56.

How informed do you feel about events in your host country that might affect your safety?
(n=4079)

(question F2)

As a follow-up question to how informed Volunteers were about potential safety threats, Volunteers were asked to list the three most effective sources of information about in-country events that might affect their safety. Of the 3,618 Volunteers who wrote in answers to this open-ended question, over half of those who specified a source of information (1,410 of 2,602) identified the Peace Corps as their source of information about in-country safety events.

“Our security officer is EXTREMELY thorough and sends constant emails explaining situations and reminding us to ‘stay vigilant.’”

Another 584 Volunteers (22 percent) wrote about host country nationals such as community members, co-workers, host family members and counterparts as effective sources of information. Less frequently mentioned were other Peace Corps Volunteers (9 percent) and unspecified news sources (9 percent).

“My host dad. He watches the news every morning and evening and is always correct in predicting road blocks and strikes. He has a network of friends and co-workers that are in the know about such things.”

In addition to describing their sources of information, some respondents specified how the safety and security information was conveyed. From Volunteers’ brief descriptions, it appears most Volunteers received their information from host country people face-to-face. Many also received information from Volunteers and Peace Corps staff in-person. Excluding the in-person transmissions of information, respondents often noted they received the information via emails (38 percent) or text messages (25 percent). Other Volunteers wrote they received information about in-country events that might affect their safety via: telephone (16 percent); radio/television (14 percent); and the Internet (7 percent).

Table 15 focuses on Volunteers’ experiences with various safety threats while traveling. In response to the question “Has your safety been threatened when traveling?” Volunteers reported they *frequently* (combining *often*, *usually* and *always*) experienced a threat to their safety in these situations:

- Transportation conditions, such as unsafe vehicles/drivers or poor roads (63 percent)
- Harassment by strangers (46 percent)
- Lodging conditions (15 percent)
- Police stops (14 percent)

Has your safety been threatened when traveling? Table 15.

Situation		Has your safety been threatened when traveling?					When traveling in your host country has your safety ever been threatened by any of the following? (question F4) Yellow highlighting indicates the situation in which the highest percentage of Volunteers were frequently threatened.
		1 Never	2 (Sometimes)	3 (Often)	4 (Usually)	5 Always	
Transportation conditions (vehicles, drivers, roads, etc.)	n=(4046)	14%	23%	28%	23%	12%	
Police stops	n=(3971)	63%	24%	10%	3%	1%	
Lodging conditions when traveling	n=(3939)	57%	28%	12%	3%	<1%	
Harassment* by strangers when traveling	n=(4031)	21%	33%	26%	14%	6%	

*The term “harassment” as defined by Peace Corps policy is any persistent unwelcome behavior from others that may affect the Volunteer’s safety and security as determined by the Volunteer, with no other specific requirements for what constitutes harassment.

In response to the follow-up question “What types of transportation conditions pose the greatest threat to your safety?” Volunteers most frequently wrote about various kinds of unsafe drivers and driving. This included drivers who were drunk, drove at extreme speeds, and who generally disregarded safe driving practices. “Unsafe driving/drivers” was mentioned by 39 percent of the respondents (n=3,778). The second most common condition, mentioned in 26 percent of the comments, was “unsafe vehicles.” The third most frequently mentioned (15 percent) was unsafe roads, followed by “weather conditions” (6 percent). Less than 5 percent of Volunteers mentioned any of the following as a threat to their safety: interactions while driving; crime; traffic accidents; general safety (e.g., night travel); unreliable transportation due to schedules/strikes; or police stops/road blocks.

“No seat belts anywhere! And they pile too many people in a vehicle for it to be safe.”

“Bars and Shabeens next to the taxi rank encourage drunk and loitering men to harass travelers.”

Crimes Against Volunteers

The 2008 Volunteer Survey covered seven types of crimes:

- Burglary (illegal entry into the Volunteer’s permanent or temporary housing, whether or not anything is taken)
- Theft (no confrontation with thief; for example, pickpocket gets Volunteer’s wallet)
- Robbery (thief used or threatened force or a weapon to take money/items; for example, thief threatened Volunteer with a knife and took wallet/purse)
- Physical assault (without a weapon and no serious injury)

- Aggravated assault (assault with a weapon or serious injury)
- Sexual assault other than rape
- Rape

These crimes and clarifying examples are intended to match crimes as defined in the Peace Corps Crime Incident Reporting Form (CIRF).

The survey asked each Volunteer if he or she experienced any of these crimes in the host country during the past 12 months; how many times the Volunteer had been a victim of that crime in their community and out-of-community; to whom the crime was reported; reasons for not reporting the crime; and who the Volunteer believed had committed the crime.

Over half (n=2,042 or 52 percent) reported they did not experience **any** type of crime within or outside of their community during the last year. Although some Volunteers experienced more than one type of crime, most were victimized only once (n=1,095 of 1,871 or 59 percent).

Figure 57 summarizes the Volunteers' responses by type of crime, regardless of whether the crime occurred within or outside of the community, for Volunteers who

- did not experience the crime;
- experienced the crime once; and
- experienced the crime two or more times.

Almost one-third of Volunteers (31 percent) experienced at least one or more thefts. Most experienced only one theft (no confrontation with thief; e.g., pickpocket). This is similar to the 2006 Volunteer survey results in which more Volunteers answered that they had experienced theft more than any other crime. Burglary is the next most prevalent (13 percent) followed by physical assault (10 percent).

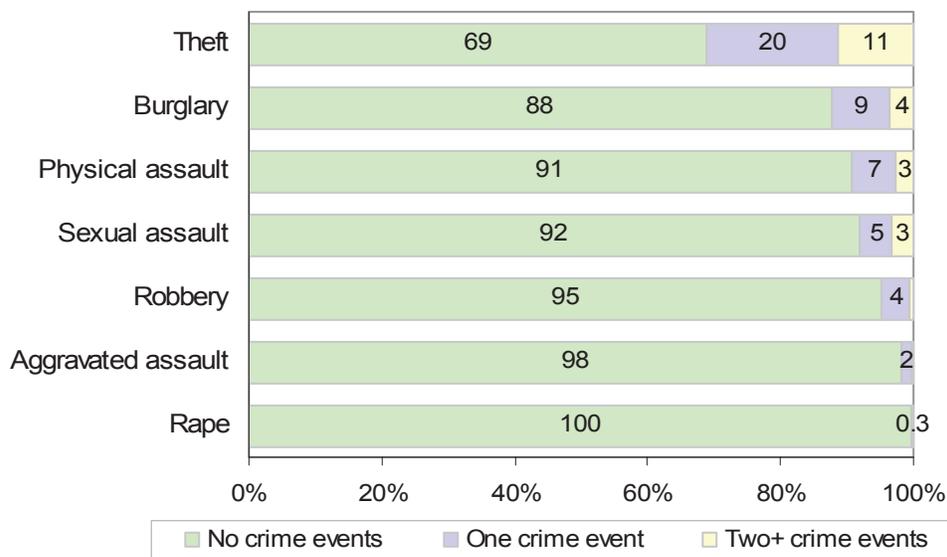


Figure 57
 Percentage of Volunteers who have personally experienced no crime events, one crime, two or more crimes within or outside the community.
(In order listed n=3924; 3905; 3904; 3902; 3904; 3896; 3881)
(question F6)

Are Volunteers more likely to experience crime within or outside of their community? According to the Volunteers' responses shown in Figure 58, it may depend on both where they spend most of their time and the type of crime. For example, more Volunteers (11 percent) reported being the victim of burglary (illegal entry into permanent or temporary housing, whether anything is taken) within their community where they spent most of their time than the 3 percent of respondents who were burglarized outside of

their community. Proportionately more Volunteers experienced most types of crime within their community than outside the community, except for robbery and aggravated assault.

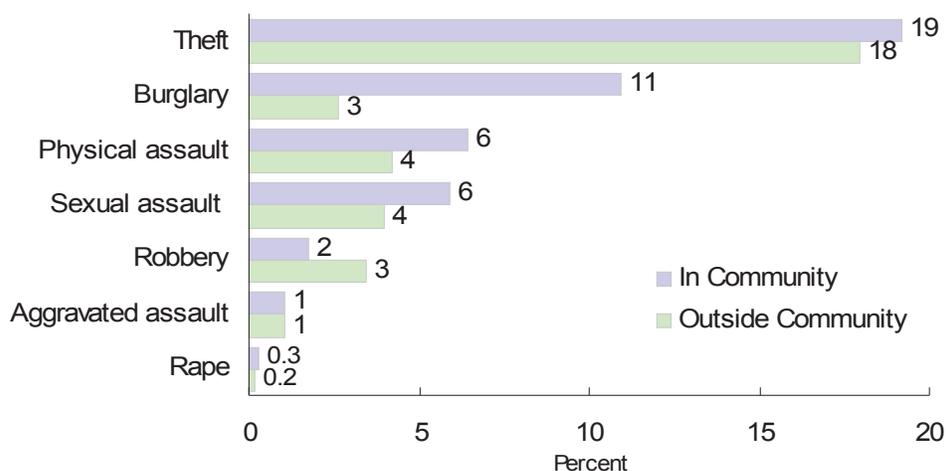


Figure 58.

Percentage of Volunteers who have personally experienced any of the following crimes in the last year.

(In order listed "In community" n= 4029; 4015; 4007; 4006; 4000; 3998; 3988; "Outside" n=3945; 3925; 3922; 3930; 3928; 3922; 3915)

(question F6)

The tables below show that, of the Volunteers who answered the questions about crime reporting, a higher percentage of Volunteers reported robberies to Peace Corps than any other type of crime in or out of the community. The highest percentage of non-reporting (was among the Volunteers experiencing physical assault within the community (57 percent) and sexual assault outside the community (72 percent)).

Reported crime occurring within community		Did not report to PC	Reported once	Reported twice	Reported 3 times	Reported 4+ times
Burglary	(n=418)	39%	49%	8%	4%	1%
Theft	(n=735)	52%	40%	6%	1%	
Robbery	(n=65)	23%	72%	5%		
Physical assault	(n=249)	57%	38%	3%	1%	2%
Aggravated assault	(n=43)	35%	58%	5%		2%
Sexual assault	(n=230)	55%	35%	7%	1%	1%
Rape	(n=7)	43%	57%			

Table 16.

Percentage of Volunteers who experienced crime within their community and did/did not report to Peace Corps.

(question F6)

Percents for each type of crime may not total 100 due to rounding to the nearest whole number.

Reported crime occurring outside community		Did not report to PC	Reported once	Reported twice	Reported 3 times	Reported 4+ times
Burglary reported	(n=100)	33%	65%	2%		
Theft reported	(n=677)	43%	51%	5%		
Robbery reported	(n=130)	25%	68%	5%	1%	
Physical assault reported	(n=163)	67%	32%	1%		
Aggravated assault reported	(n=39)	49%	51%			
Sexual assault reported	(n=149)	72%	22%	5%		
Rape reported	(n=6)	67%	33%			

Table 17. Percentage of Volunteers who experienced crime outside their community and did/did not report to Peace Corps.

(question F6)

Percents for each type of crime may not total 100 due to rounding to the nearest whole number.

Figures 59 and 60 compare the percentages of Volunteers who experienced crime by whether they *never reported* or reported the crime *at least once*.

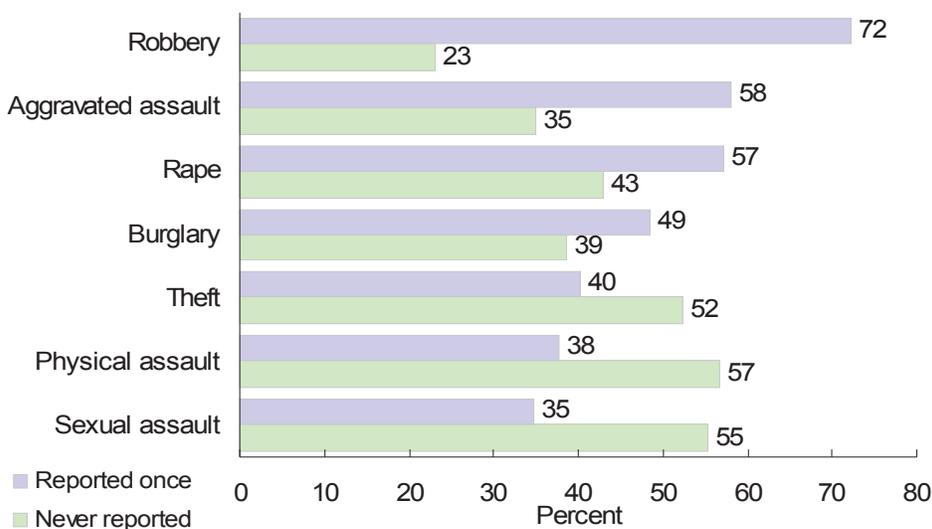


Figure 59.

Percentage of responses to *Reported Once* and *Never Reported* items of Volunteers who experienced the crimes within their community.

(See Table 16 for number of responses.)

(question F6)

While the non-reporting pattern is similar for crimes occurring in and out of the Volunteer's community, higher percentages of Volunteers *never reported* those serious crimes of rape, physical assault, and sexual assault that occurred outside of the community.

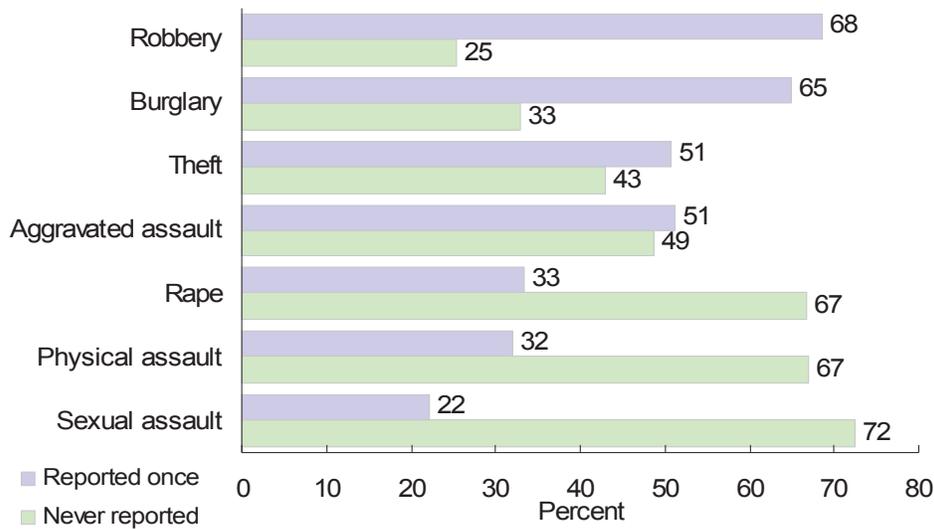


Figure 60.
Percentage of responses to *Reported Once and Never Reported* items of Volunteers who experienced the crimes outside their community. (See Table 17 for number of responses.)
(question F6)

When Volunteer respondents were asked to whom they reported the crime, about half indicated they had reported the crime(s) to the safety and security coordinator (Table 18). Volunteers were able to select all the individuals to whom they reported the crime, so it is important to note that many Volunteer victims indicated they reported their crime experience(s) to more than one type of authority.

Table 18.

If you experienced and reported any of the following, please indicate to whom you reported the crime. (question F7)

NOTE: Percentages within each row will not add up to 100 because respondents may select all that apply. Yellow highlighting indicates highest percentage of responses for each type of crime.

Crime		PCMO	CD	S&S Coordinator	PC Duty Officer	Other PC Staff	Vol Support Network	Community Member	Other
Burglary	(n=418)	7%	14%	69%	8%	32%	20%	55%	10%
Theft	(n=909)	4%	8%	65%	7%	23%	18%	38%	12%
Robbery	(n=163)	15%	21%	84%	18%	27%	18%	39%	7%
Physical assault	(n=244)	16%	9%	58%	2%	16%	22%	39%	12%
Aggravated assault	(n=58)	36%	28%	74%	24%	36%	21%	47%	9%
Sexual assault	(n=211)	18%	13%	47%	3%	23%	30%	35%	20%
Rape	(n=11)	55%	27%	64%	18%	18%	9%	18%	27%

Table 19 presents the reasons Volunteers did not report one or more experiences with each type of

crime. As shown by the highest percentages of responses (highlighted in yellow), the reason given most frequently for not reporting most crimes was that these crimes were *too minor or common to report*. Although other reasons were most frequently given for the other crimes, it is important to note that very few respondents provided reasons for not reporting the crimes of robbery (n=49), aggravated assault (n=32) and rape (n=3).

Table 19.

If you did not report your experience with crime(s), please mark your reason(s) for not reporting the crime(s). Please mark all that apply.

(question F8)

Percentages within each row will not add up to 100 because respondents may select all that apply. Yellow highlighting indicates highest percentage of responses for each type of crime.

Crime		Did not think the PC could help	Believed it could result in changing sites	Felt it was too minor or common to report	Concern of possible confidentiality breach	Might result in disciplinary action against me	Might hurt my relationship with the community
Burglary	(n=220)	37%	9%	64%	1%	5%	15%
Theft	(n=725)	36%	2%	75%	1%	5%	6%
Robbery	(n=49)	35%	6%	47%		18%	2%
Physical assault	(n=253)	36%	6%	70%	4%	5%	7%
Aggravated assault	(n=32)	44%	9%	44%		19%	3%
Sexual assault	(n=233)	34%	8%	68%	3%	6%	13%
Rape	(n=3)	67%		33%			

Most crimes against Volunteers were attributed to strangers or someone otherwise unknown to them. Four of the rape victims responded that the person responsible was either a friend/social acquaintance or a co-worker who did not work for the Peace Corps.

Table 20.

If you experienced any of these crimes, please indicate who you believe was responsible.

(question F9)

Percentages within each row will not add up to 100 because respondents may select all that apply.

Yellow highlighting indicates highest percentage of responses for each type of crime.

Crime		Stranger	Friend/ Social acquaintance (not co-worker or PC)	Counterpart co-worker or management (not PC)	Other PCV	PC staff (U.S./ HCN)	Host country family member	Do not know
Burglary	(n=506)	48%	27%	3%	1%	1%	16%	16%
Theft	(n=1262)	72%	14%	2%	2%	1%	4%	12%
Robbery	(n=193)	89%	1%		1%	1%		10%
Physical assault	(n=375)	83%	10%	2%			3%	6%
Aggravated assault	(n=73)	86%	8%	3%				8%
Sexual assault	(n=323)	69%	21%	8%	1%		8%	2%
Rape	(n=10)	30%	20%	20%				30%

Types of Harassment

Volunteers were asked about various types of discrimination and harassment in terms of the type of individual responsible for any of the incidents they may have experienced. Less than half of all respondents responded about any type of harassment/discrimination.

Highlighted in yellow in Table 21 are the more prevalent types of discrimination or harassment. Over 1,000 Volunteers responded about the following types of discrimination/harassment:

- Anti-American (n=1804)
- Sexual (verbal) (n=1713)
- Gender (n=1593)
- Racial/color/ethnicity (1381)

Eight of the nine types of discrimination/harassment were attributed by most Volunteers to strangers. The one exception is that about half of the 707 respondents who experienced age discrimination/harassment identified the source as a non-Peace Corps counterpart or co-worker.

Table 21.

If you have experienced any type of discrimination/harassment during the last 12 months in your host country, please mark who was responsible for that type of discrimination/harassment(*question F10*)

Yellow highlighting indicates items with the highest number of responses and what type of individual was most often responsible for that type of discrimination/harassment.

Type of Discrimination/ Harassment		Stranger	Friend/ Social acquaintance (not co-worker or PC)	Counterpart, co-worker or management (not PC)	Other PC	PC staff (U.S./ HCN)	Host country family member
Age	(n=707)	41%	27%	49%	10%	9%	9%
Anti-American	(n=1804)	88%	18%	8%	1%	1%	4%
Disability	(n=37)	57%	24%	30%	14%	11%	3%
Gender	(n=1593)	71%	44%	45%	3%	4%	15%
Racial/color/ ethnic	(n=1381)	91%	30%	19%	3%	2%	8%
Religious	(n=597)	57%	47%	23%	8%	3%	15%
Sexual (verbal)	(n=1713)	90%	28%	18%	1%	1%	4%
Sexual (physical)	(n=498)	76%	24%	12%	1%	0%	6%
Sexual Orientation	(n=139)	55%	40%	20%	22%	11%	9%

** Harassment is defined in the survey as "any persistent unwelcome behavior from others that you believe may affect your safety and security" as determined by the targeted person. Specific types of harassment (e.g., anti-American, racial, sexual, etc.) were subject to the respondent's interpretation.*

Volunteers experienced more verbal sexual harassment than physical sexual harassment. More female Volunteers experienced verbal sexual harassment than male Volunteers.

X. Conclusions and Recommendations

The Volunteer Survey takes the pulse of the Volunteers in service, from those who were recently sworn in to those getting ready to return home, on key aspects of their Peace Corps experience. Their responses yield point-in-time feedback on how Volunteers carry out the mission of the agency to promote world peace and friendship through these three goals:

1. Help the people of interested countries meet their need for trained men and women.
2. Help promote a better understanding of Americans on the part of the peoples served.
3. Help promote a better understanding of other peoples on the part of Americans.

The conclusions from the survey are presented below. They are followed by a description of ways the agency uses the Volunteer survey information and suggestions on ways to enhance its use. The final section of this chapter places this report of the Volunteers' perspectives into the broader context of other ongoing agency evaluations designed to assess and document the overall impact of Peace Corps.

Peace Corps Strengths and Areas for Improvement According to Volunteers

Volunteers in 2008 confirmed they are safe, healthy, and engaged in very personally satisfying work, a finding that is similar to reports from survey respondents in earlier years.

Most Volunteers across all Peace Corps assignments are achieving the short-term goals in working with host country partners. They are meeting their primary assignment objectives and transferring skills to the people with whom they work. Volunteers are working with young people and are involved in HIV/AIDS efforts, two activities likely to yield long-term capacity-building benefits for their host country communities. Even so, Volunteers are somewhat uncertain of the long-term impact of their Goal 1 efforts to transfer skills and build capacity. It may be that host country individuals and members of the Volunteers' communities are in a better position to observe changes within their communities to assess long-term impact of the Peace Corps' work.

Volunteers are achieving the Peace Corps' Goal 2 and Goal 3. Through their work and interaction with their communities, Volunteers promote cross-cultural understanding among host country individuals about Americans, often helping to dispel stereotypes. With better access to technology and communications, most Volunteers are able to electronically communicate with other Americans back in the United States about life in their host country.

Volunteers have commented how difficult it is to describe a Peace Corps experience, so while many Volunteers' expectations of what they will do and how they will live often matched what they expected, for others there were surprises. Volunteers most often mentioned their primary assignment work was not what they expected. Secondly, their standard of living at their sites, which was sometimes better than they expected, was unexpected. To minimize differences between future Volunteers' expectations and experience, Volunteers suggested that recruiters, posts, and the agency might take steps to

- advise Peace Corps applicants to try to limit their expectations about the Peace Corps;
- better match Volunteers' skills with their communities' needs;
- re-evaluate some of the places where Volunteers are assigned to work; and
- provide better technical, language, and cultural training so Volunteers can more effectively achieve Peace Corps' first goal.

Peace Corps training and support is typically reported to be more than adequate in most areas. However, Volunteers expressed concerns about being fully prepared to do their Peace Corps jobs (Goal 1). These concerns are reflected in their lower ratings for training to

- work with host country counterparts;
- speak the local language; and
- perform technical aspects of the work.

Volunteers who recommended more technical and language training expressed their desire for more

- practical experience to apply their technical training and
- focus on the technical vocabulary relevant to their work.

Given older Volunteers' need for more language training, different training approaches may be needed for older and younger trainees. According to Volunteers who gave lower overall ratings to some types of work-related support, posts may help Volunteers by providing more project feedback and more support for Volunteers' technical skills and job assignments.

Volunteers observed that posts may need more resources to conduct more thorough site development visits. Given the importance of placing Volunteers in communities that are ready to work cooperatively with them, Volunteers recommended posts allow enough site preparation time to discuss the Peace Corps' and project's goals with key community members and the prospective counterpart.

Volunteers rarely have the comforts they enjoyed back in the United States. Despite limited availability of electricity and running water at some sites, however, most Volunteers report they received adequate housing as soon as they arrived at their sites. Adapting to life in isolated rural towns and villages is a challenge, mitigated by technologies such as cellphones and computers that connect Volunteers to both in-country staff and friends and family in the United States in a way earlier generations of Volunteers were not. Post communications, including safety alerts, are now reaching Volunteers more quickly via emails and text messages.

Volunteers most often mentioned stress from cross-cultural issues, their primary assignment, isolation/loneliness, or local language. Some of this stress might be relieved through more focused training and support in these areas. Nevertheless, most Volunteers report productive ways of coping with stress; many Volunteers pursue personal hobbies, talk with friends and family in the United States, or talk with Volunteers at other sites.

Stress from HIV/AIDS-related work is less of an issue than has been earlier suggested, as a majority of Volunteers reported they had no HIV/AIDS stress. Instead, the challenges of their HIV/AIDS work are more related to the obstacles they face in trying to accomplish and assess their work. Volunteers are frustrated at not being able to follow up with HIV/AIDS programs, by a lack of knowledge about how to measure the effectiveness of their HIV/AIDS efforts, and because of the difficulty of dealing with community stigma around HIV/AIDS issues.

Although Volunteers live in isolated rural sites, typically located more than six hours from the main Peace Corps office, most have been visited by in-country staff. During these visits, Volunteers received adequate information and felt comfortable discussing issues with their visitor(s) who was/were responsive to their issues. Working with local counterparts is a potentially rewarding and often challenging aspect of a Peace Corps' Volunteer experience. This year, Volunteers were less positive about their Peace Corps counterparts' support than Peace Corps staff support, in terms of emotional support, technical skills, job assignment/development, and project feedback. Posts may facilitate better working relationships between Volunteers and their counterparts through more joint Volunteer/counterpart training sessions, meetings at which Volunteers and their counterparts co-present a report on their project, or more post-sponsored events to which counterparts are invited.

Volunteers feel safe where they live and work, but feel slightly more threatened while traveling outside their community. Their greatest transportation threats come from unsafe drivers, unsafe vehicles and poor driving conditions, which are situations beyond their control. Of the less than half of Volunteers who have experienced any crime, theft is the most typical crime both within and outside of their community. Volunteers typically don't report every crime incident because it is too minor or common to report or

because they did not think Peace Corps could help. To improve Volunteers' crime reporting, posts' safety and security coordinators may need to stress that all crime events should be reported, even in cases where Volunteers feel it is too common or minor to report.

Volunteers who have been in-country longer than a year are generally more satisfied, more likely to make the same decision about joining Peace Corps, and more confident about achieving Peace Corps goals. While time-in-country may ease feelings of dissatisfaction for some, Volunteers who have been in-country longer than a year are also more likely to recommend the Peace Corps program in their host country be refocused or redesigned. Posts may consider using the critiques and field experiences of longer serving Volunteers to identify needed program, project and site-specific improvements.

Across the wide variety of topics covered by the Volunteer Survey, Volunteers generally confirm that Peace Corps is doing a good job of keeping them safe and healthy and providing work they find personally satisfying. Volunteers recommend more training and support in areas that might help them to serve their communities more effectively, especially in terms of local language and technical skills. Increased training and technical support for Volunteers' primary assignment work and working relationships with their counterparts may enhance Volunteers' sense of accomplishment and lead to greater impact. More in-country staff support for Volunteers' primary assignment work may lead to a greater sense of Volunteers' accomplishment of the short-term aspect of Goal 1 to transfer skills to host country individuals and the long-term results of Goal 1 to build local capacity for sustainability.

Using the Volunteer Survey Results

Volunteer Survey responses are used for multiple purposes. First and foremost, the 2008 BVS results are used by staff at posts, in regional offices, and in other headquarters offices for ongoing management. Staff track key issues over time, across posts within a region, or by project area. Trends have been analyzed, for example, to evaluate the effectiveness of a new training approach and to identify strengths and weaknesses of various types of staff support. These types of analyses help to determine where changes are working or needed and where additional resources might be helpful.

The results from the Volunteer Survey are one part of the information used to conduct management assessments of the overseas posts. Results are also reviewed by the Inspector General when conducting a post audit.

The survey also provides critical information the agency uses for meeting the annual planning and performance measurement reporting required of all government agencies. Several of the Peace Corps Strategic Plan indicators come from the Volunteer Survey. In addition to the global strategic planning, many Peace Corps offices and posts routinely review the Volunteer Survey results to assess their performance and identify whether changes are needed.

In addition to providing the operational offices with standardized global and country reports, over 100 data specific requests for information were received from offices and posts. There are plans to optimize the use of the Volunteer Survey data by developing and implementing a tool to generate ad hoc reports and cross-year comparisons in real time. The prototype of this tool is currently under development.

The Broader Evaluative Context

The Volunteer Survey is one part of the Peace Corps' larger evaluative efforts to assess the agency's performance and progress toward the agency's goals and to identify challenges, promising practices, areas for improvement, and meaningful evidence on the accomplishments and impact of the Peace Corps Volunteers' work.

Host Country Impact Evaluations of Goal 1 and Goal 2

To create baselines to measure the impact of Peace Corps in terms of Goal 1 and Goal 2, Peace Corps has piloted a method to collect information directly from host country nationals through a field based impact study. Pilot studies were initiated in three posts in 2008 and nine field evaluations are slated to be conducted in each year of FY2009-2011.

Local researchers conduct interviews in the local language(s) with counterparts, beneficiaries and host families within a set of randomly selected communities where Volunteers have served. In this way, information on the impact of the Volunteers' work is gathered from the most appropriate sources—host country individuals who have worked with, interacted with, or lived with Volunteers. These individuals are asked questions about the personal and community changes attributable to the Volunteers serving in those communities. Researchers also ask respondents about the Goal 2 impacts of the Volunteers' work and whether, and in what ways, they have gained a better understanding of Americans.

Focus on Goal 3: Returned Peace Corps Volunteer Study

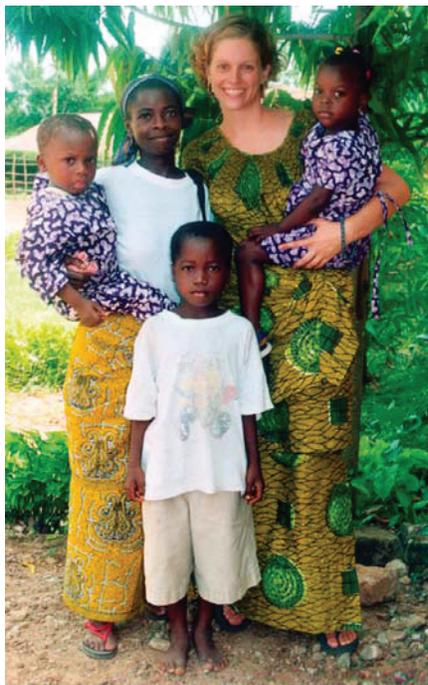
To help measure progress on Peace Corps' third goal, a Peace Corps' study of returned Peace Corps Volunteers (RPCVs) will be launched as soon as the Paperwork Reduction Act approval from the Office of Management and Budget (OMB) is granted. The study will focus on how their Peace Corps experience may have changed the RPCVs' lives and how they have shared knowledge of their host countries with other Americans. This will be the fourth time in about 40 years that an RPCV survey will be conducted. A randomly selected sample of all RPCVs will be asked to respond to the RPCV questionnaire. Focus groups of RPCVs will also be conducted to gather more in-depth information about the impact of Peace Corps and the RPCVs' third goal activities since they returned to the United States. An initial pilot of the focus group approach was conducted with returned Peace Corps Volunteers employed by the federal government who were asked about their activities to promote the Peace Corps' third goal.

Analyses of Peace Corps Operational Information

On an annual basis, Peace Corps systematically reviews its key operations, including medical, safety and security of the Volunteer, the applications process, and the length of service. For example, information is gathered and analyzed about applicants who do not become Volunteers, as well as Volunteers who do not complete their full term of service ("Early Terminations"). Reports are prepared for the agency to monitor this information for trends and significant changes. By analyzing trends across resignations (one type of Early Termination), Peace Corps identified unrealistic expectations about Peace Corps service as a contributing factor. Since then, Peace Corps has widely disseminated a set of "Core Expectations for Peace Corps Volunteers," developed a new recruitment booklet with more information about Peace Corps service, and asked new Volunteer Survey questions about pre-service expectations.

Looking to the Future

Through evaluative research already underway or about to begin, the Peace Corps will gain more evidence of the accomplishment of the agency's three goals and the remaining challenges.



Appendix A: 2008 Survey Respondent Demographics and the 2008 Volunteer Population

This section summarizes the characteristics of the Volunteers who responded to the 2008 Biennial Volunteer Survey (BVS) and compares them to the total population of Volunteers who were in service during the survey period. A comparison of the characteristics of the survey respondents to Peace Corps Volunteers can confirm whether there are any major differences between the demographic characteristics of the BVS respondents and the Volunteers eligible to participate in the survey.

Comparable Characteristics from the Peace Corps Volunteer Database

The characteristics of PCVs who responded to this survey are similar to the population of Volunteers serving as of June 1, 2008. At the time of the survey, the Peace Corps database indicated that 6,755 Volunteers were eligible to participate in the survey (i.e., in-country as of May 1, 2008 and sworn in no later than June 1, 2008).

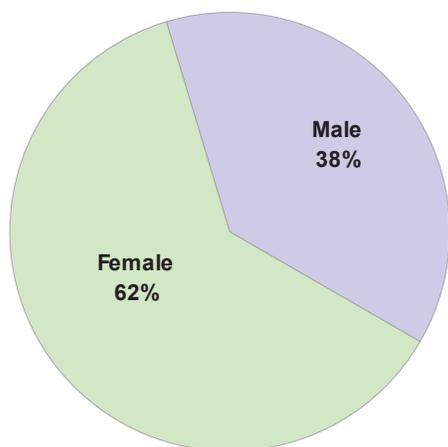
According to the agency's database, 59 percent of Volunteers were female and 41 percent were male. Ninety-five percent of all Volunteers were under the age of 50, ranging in age from 20 years old to 79 years old. The average age was 28 and the median age was 26. Volunteers were predominantly white (76 percent). Hispanic and Asian American or Pacific Islanders were each represented by 5 percent. Three percent were black or African American; and 3 percent identified themselves as "more than one race." Most Volunteers (87 percent) were single/never married.

Almost all Volunteers (97 percent) held at least a bachelor's degree. Based on this profile of all Volunteers, the survey respondents are representative of all Volunteers in service on June 1, 2008, with only minor differences (plus or minus no more than 3 percent).

Demographic Profile of the 2008 Volunteer Survey Respondents

Note the details within the figures and tables may not add to 100 percent due to rounding.

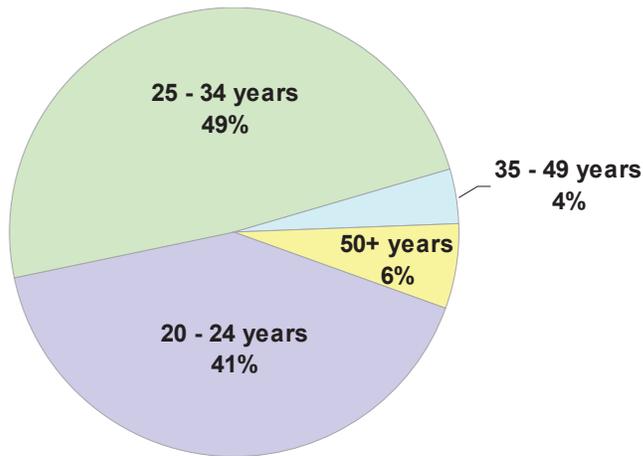
Figure A-1. Sex of Respondents (*question 12*)



Sex (n=4025).

The majority of respondents (62 percent) are female. Men represent 38 percent of the respondents.

Figure A-2. Age Groups of Respondents (*question 11*)

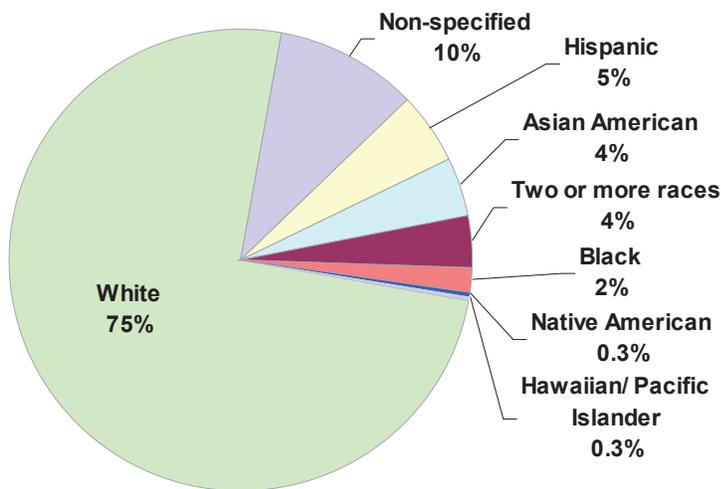


Age (n=4018).

The average age of the respondents is 28 years old. The median age (i.e., half are older and half are younger) is 25 years old. Most (94 percent) are under 50 years of age. The youngest respondents are 20 years old and the oldest is 79 years of age.

Figure labels are percentages rounded to the nearest whole number.

Figure A-3. Race and Hispanic/Latino Ethnicity (*question 14 and 15*)

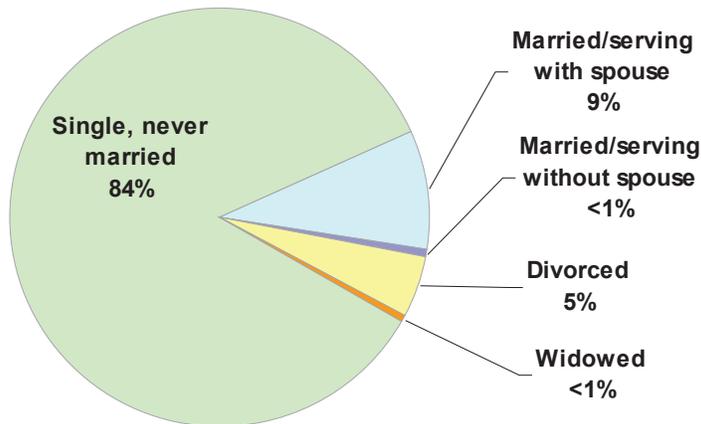


Race/Ethnicity (n=4174).

The majority of respondents are White. Five percent are Hispanic/Latino, and 4 percent are Asian American. Four percent of respondents are more than one race. Two percent are Black/African American. Less than one-half percent of respondents answered that they are either Native American or Hawaiian/Pacific Islander. Ten percent are Non-specified because they either did not answer or refused to answer.

Figure labels are percentages rounded to the nearest whole number except for percentages less than 0.5%.

Figure A-4. Marital Status of Respondents (question 15)

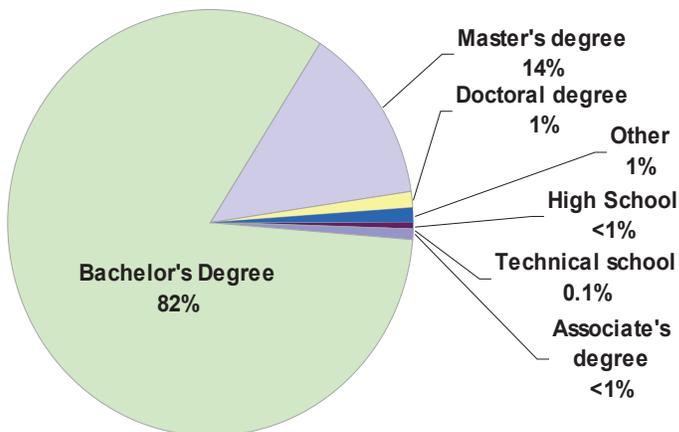


Marital Status (n=4049).

Most respondents (84 percent) are single/never married. Another 9 percent are married/serving with their spouses. Five percent are divorced and less than 1 percent are either serving without their spouse or widowed.

Figure labels are percentages rounded to the nearest whole number.

Figure A-5. Education Level of Respondents (question 16)

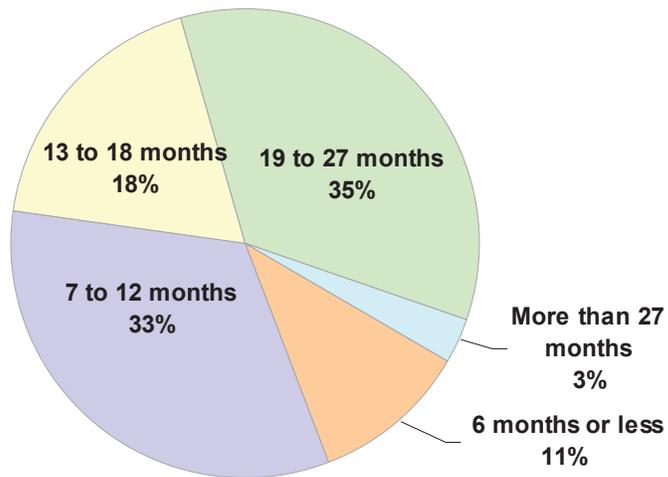


Education (n=4049).

Almost all respondents (97 percent) hold at least a bachelor's degree or a higher degree. One percent have a technical school degree/other. One percent hold an associate's degree, and less than 1 percent have a high school degree or equivalent.

Figure labels are percentages rounded to the nearest whole number.

Figure A-6. Months In-Country (*question A3*)



Months In-Country (n=4216).

Almost half (44 percent) have been in-country one year or less, including pre-service training. Over half (53 percent) have been in-country more than one year, but not longer than 27 months. Only 3 percent have already completed their first tour (in-country 28 months or more).

Figure labels are percentages rounded to the nearest whole number.

In summary, similar to all Volunteers eligible to take the survey, the 2008 Peace Corps Survey respondents are predominantly young, well-educated, and single/never married across all race/ethnicity groups, with more female than male Volunteers.

Appendix B: Peace Corps 2008 Biennial Volunteer Survey Instrument

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Peace Corps 2008 Biennial Volunteer Survey

Please read through the directions before beginning.

- 1) This survey is also available in a web-based format. If you already completed the web-based version, please do NOT complete this paper version.
- 2) Please fill out this survey only if you have been sworn in (no later than June 1, 2008)
- 3) To protect your anonymity, seal your completed survey in the envelope provided.
- 4) Return your completed survey to your host country Peace Corps main office as soon as possible and no later than July 31, 2008.

Marking Instructions:

Use only a No. 2 pencil or a dark ink ballpoint pen – DO NOT use a pen with light colored ink or felt-tip.

Make solid marks that fill the response oval completely. Correct mark: ●

Mark only one response oval for each question, unless the directions say "Please mark all that apply."

Make NO stray marks on this form.

Please write any comments on the last page or on a separate page using a pen.

Based on the feedback you and other Volunteers provide, the Peace Corps will identify best practices and implement program improvements. Volunteer responses are summarized and provided to the regions, posts, and Peace Corps headquarters, to learn from the experiences of Volunteers and compare with prior Volunteer Survey responses.

A. Your Peace Corps Assignment

The term "primary assignment" refers to your assignment which is part of an overall project plan designed by your host country partners and in-country Peace Corps staff.

1. How many months have you been in your current host country, including PST (Pre-Service Training)?

____ Months (rounded to nearest whole number)

*Only Volunteers who have been sworn in by June 1, 2008 should complete this survey.
If you do not meet this condition, please STOP and return this survey to the post.*

2. Which of the following best describes your primary assignment? Please mark only one.

Agriculture:

- Agriculture/fish/livestock
- Agroforestry

Business Development:

- Business education/advising
- Community development
- Information & communications technology (ICT)
- NGO development
- Urban & regional planning/municipal development

Education:

- English teaching
- Math/science teaching
- Teacher training
- Other education

Environment:

- Environmental education
- Forestry/parks

Other:

Health:

- Health extension
- HIV/AIDS
- Water sanitation

Youth:

- Youth development

3. Which of the following initiatives does your primary work also include? Please mark all that apply.

- | | | |
|--|--|--|
| <input type="checkbox"/> Biodiversity conservation | <input type="checkbox"/> Income generation | <input type="checkbox"/> Rural development |
| <input type="checkbox"/> Business advising | <input type="checkbox"/> Information and communications technology (ICT) | <input type="checkbox"/> Urban development/
Municipal development |
| <input type="checkbox"/> Child survival | <input type="checkbox"/> Library development | <input type="checkbox"/> WID/GAD |
| <input type="checkbox"/> English teaching | <input type="checkbox"/> Micro-enterprise | <input type="checkbox"/> Working with the disabled |
| <input type="checkbox"/> Environment work | <input type="checkbox"/> Mobilizing host country nationals (HCNs) to volunteer | <input type="checkbox"/> Working with NGO(s) |
| <input type="checkbox"/> Girls' education | <input type="checkbox"/> Natural resources management | <input type="checkbox"/> Working with youth |
| <input type="checkbox"/> HIV/AIDS | <input type="checkbox"/> Nutrition education | <input type="checkbox"/> World Wise Schools/
Correspondence Match |
| <input type="checkbox"/> Household food security | | |

Other: _____

4. How many hours do you spend on your primary assignment during an average work week?

_____ Hours per average work week on primary assignment activities

5. To what extent are your skills, interests, and experiences used by your primary assignment?

- Not at all Poorly Adequately Well Very Well

6. Which of the following do your secondary activities include? Please mark all that apply.

- | | | |
|--|--|--|
| <input type="checkbox"/> Biodiversity conservation | <input type="checkbox"/> Income generation | <input type="checkbox"/> Rural development |
| <input type="checkbox"/> Business advising | <input type="checkbox"/> Information and communications technology (ICT) | <input type="checkbox"/> Urban development/
Municipal development |
| <input type="checkbox"/> Child survival | <input type="checkbox"/> Library development | <input type="checkbox"/> WID/GAD |
| <input type="checkbox"/> English teaching | <input type="checkbox"/> Micro-enterprise | <input type="checkbox"/> Working with the disabled |
| <input type="checkbox"/> Environment work | <input type="checkbox"/> Mobilizing host country nationals to volunteer | <input type="checkbox"/> Working with NGO(s) |
| <input type="checkbox"/> Girls' education | <input type="checkbox"/> Natural resources management | <input type="checkbox"/> Working with youth |
| <input type="checkbox"/> HIV/AIDS | <input type="checkbox"/> Nutrition education | <input type="checkbox"/> World Wise Schools/
Correspondence Match |
| <input type="checkbox"/> Household food security | | |

Other: _____

No Secondary Activities

7. How many hours do you spend on secondary activities (initiatives other than your primary assignment work) during an average work week?

_____ Hours per average work week on secondary activities

8. To what extent is the Peace Corps work you do personally satisfying?

- Not at all Minimally Moderately Considerably Exceptionally

B. Training for your Peace Corps Assignment

Your responses here will help staff at headquarters assess and enhance the effectiveness of Volunteer training.

1. How long was your Pre-Service Training (PST) before you were sworn in as a Volunteer?

- 6 weeks or less
- 7 weeks
- 8 weeks
- 9 weeks
- 10 weeks
- 11 weeks
- 12 weeks
- Longer than 12 weeks

2. Please evaluate your Pre-Service Training (PST) effectiveness in preparing you to—

	Not Effective	Poor	Adequate	Effective	Very Effective	NA/No training
a. Manage cultural differences	<input type="radio"/>					
b. Deal with adjustment issues	<input type="radio"/>					
c. Work with counterparts	<input type="radio"/>					
d. Use language needed in work and social interactions	<input type="radio"/>					
e. Perform technical aspects of your work	<input type="radio"/>					
f. Work with project goals and objectives	<input type="radio"/>					
g. Use participatory development assessments (e.g., Participatory Analysis for Community Action or PACA)	<input type="radio"/>					
h. Monitor project goals and outcomes	<input type="radio"/>					
i. Maintain your physical health	<input type="radio"/>					
j. Maintain your mental/emotional health	<input type="radio"/>					
k. Maintain your personal safety and security	<input type="radio"/>					

3. What aspects of your PST could have been improved? Please be specific and provide examples.

4. Please evaluate your In-Service Training (IST) effectiveness in preparing you to –
[IST includes: Reconnect, Technical IST, project management leadership conferences, sector conferences, Mid-Service and Close of Service conferences, and other post-sponsored workshops, conferences, and training sessions.]

	Not Effective	Poor	Adequate	Effective	Very Effective	NA/No training
a. Manage cultural differences	<input type="radio"/>					
b. Deal with adjustment issues	<input type="radio"/>					
c. Build and strengthen working relationships with counterparts	<input type="radio"/>					
d. Use language needed in work and social interactions	<input type="radio"/>					
e. Perform technical aspects of your work	<input type="radio"/>					
f. Work with project goals and objectives	<input type="radio"/>					
g. Use participatory development assessments (e.g., Participatory Analysis for Community Action or PACA)	<input type="radio"/>					
h. Monitor project goals and outcomes	<input type="radio"/>					
i. Maintain your physical health	<input type="radio"/>					
j. Maintain your mental/emotional health	<input type="radio"/>					
k. Maintain your personal safety and security	<input type="radio"/>					

5. What aspects of your IST could be improved? Please be specific and provide examples.

6. Please give us feedback about the following skills in relation to your work.

	Did you have the skill before joining the Peace Corps?		Is the skill needed for your Peace Corps work?		Have you had adequate Peace Corps training to acquire the skill?		
	Yes	No	Yes	No	Yes	No	No Training Needed
a. Skills specific to my assignment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Assessing community needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Organizing/implementing community activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Building capacity of local organizations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Monitoring, reporting and evaluating my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Designing and implementing training sessions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

C. Your life in the Peace Corps

These questions help us monitor and compare Volunteer living conditions. Your access to information and communications will help us to know the options available to reach Volunteers.

1. Please choose the best description of your assigned site. *If you live in the capital, mark only that choice.*

- Outer island (regardless of size)
- Village/rural area (pop. under 2,000)
- Rural town (pop. 2,000 + to 25,000)
- City (pop. over 25,000)–not the capital
- Capital of the country

2. Have you lived with a host country individual or family (including living in a family's compound)?

- No, I have never lived with a host country individual or family.
- Yes, I lived with a host country individual or family only during PST.
- Yes, in my community (not during PST).
- Yes, both during PST and later in my community.

If yes, how long have you lived with a host country individual or family? _____ months

3. How integrated into your community do you feel now?

- Not at all Poorly Adequately Well Very well

4. How well can you communicate in the language used by most local people now?

- Not at all Poorly Adequately Well Very well

5. How well does your living allowance meet your basic needs?

- Not at all Poorly Adequately Well Very well

6. How far away (in distance and time) is the closest PCV to you, other than your spouse or site mates? *Please estimate.*

a. _____ kilometers

b. _____ minutes by my typical type of transportation (e.g., walking, bicycle, bus, etc.)

7. How often do you see other PCVs (not including spouse or site mates, if applicable)?

- Daily
- Several times a week
- Weekly
- Every 2 weeks
- Monthly
- Less than once a month

8. Do you prefer to have other PCVs living near you?

- Yes No No preference

9. Do you have the following...

	...at your residence?				...at your work site?			
	Never	Sometimes	Usually	Always	Never	Sometimes	Usually	Always
a. Electricity	<input type="radio"/>							
b. Running water	<input type="radio"/>							
c. Landline telephone	<input type="radio"/>							
d. Short-wave radio	<input type="radio"/>							
e. Cell phone	<input type="radio"/>							
f. Satellite phone	<input type="radio"/>							
g. Computer	<input type="radio"/>							
h. Internet access	<input type="radio"/>							

10. Please describe how often you typically use the following...

	...for work use?				...for personal use?			
	Never	Once a week or less	More than once a week	Daily	Never	Once a week or less	More than once a week	Daily
a. Landline telephone	<input type="radio"/>							
b. Short-wave radio	<input type="radio"/>							
c. Cell phone	<input type="radio"/>							
d. Satellite phone	<input type="radio"/>							
e. Computer	<input type="radio"/>							
f. Internet	<input type="radio"/>							
g. Email	<input type="radio"/>							
h. Text messaging	<input type="radio"/>							
i. Other telecommunication: _____	<input type="radio"/>							

11. From the list below, choose the **THREE** most effective ways that you use to communicate with Peace Corps staff. Please mark **only three choices**. Mark the **ONE** most effective communication method as '1,' the second most effective as '2,' and the third most effective as '3.'

- | 1 | 2 | 3 | |
|-----------------------|-----------------------|-----------------------|------------------------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Cable/Telegram |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | CB radio |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Cell phone (voice) |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Email/Internet |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Fax |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | In-person visits |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Letters |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Satellite phone |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Telephone at residence or work |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Telephone not at residence or work |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Text messaging |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Other: _____ |

12. In general, how do you rate the effectiveness of your communication resources for contacting your Peace Corps staff in-country?

- Very Poor
 Poor
 Adequate
 Good
 Excellent

13. Please mark the typical ways in which you cope with stress.

Mark all that apply unless you mark "No stress."

I "talk" with: (i.e., in-person, by phone or email)

- Peace Corps staff
- PCVs in my community
- PCVs outside my community
- Co-workers or friends who are not PCVs
- My host family
- Friends and family in U.S.
- Others I talk with: _____
- No stress

I do the following:

- Participate in sports/exercise
- Get involved in other projects
- Meditate
- Pray
- Pursue personal hobbies/interests
- Leave community for a time
- Other activity: _____

D. Volunteer Assignment Goals and Impact

Your answers will provide important documentation of the impact of your Volunteer service.

1. Your Volunteer assignment work is part of an overall project plan. How clear to you are the following aspects of your Volunteer assignment?

	Not at all clear 1	2	3	4	Exceptionally clear 5	NA
a. Project plan's goals and objectives	<input type="radio"/>	<input type="radio"/>				
b. Project activities	<input type="radio"/>	<input type="radio"/>				
c. My role and responsibilities	<input type="radio"/>	<input type="radio"/>				
d. Sponsoring agency's responsibilities	<input type="radio"/>	<input type="radio"/>				
e. My APCD/Program Manager's responsibilities	<input type="radio"/>	<input type="radio"/>				
f. Monitoring, reporting and evaluating tasks	<input type="radio"/>	<input type="radio"/>				

2. To what extent does your Volunteer assignment work address the following?

My work assignment...	Not at all 1	2	3	4	Exceptionally 5	NA
a. Meets the objectives of my project	<input type="radio"/>					
b. Builds local capacity for sustainability	<input type="radio"/>					
c. Involves local people in planning and implementing activities	<input type="radio"/>					
d. Complements other local development activities	<input type="radio"/>					
e. Transfers skills to host country individuals and organizations	<input type="radio"/>					
f. Mobilizes host country nationals (HCNs) to volunteer	<input type="radio"/>					
g. Helps promote a better understanding of Americans on the part of the peoples served	<input type="radio"/>					
h. Helps promote a better understanding of other peoples on the part of Americans	<input type="radio"/>					

3. How much impact does your assignment have on the capacities of your host country counterparts (e.g., teachers, health workers, community leaders)?

My impact on host country counterparts'...	None 1	2	3	4	Exceptional 5	NA
a. Ability to access information (e.g, library, internet, etc.)	<input type="radio"/>	<input type="radio"/>				
b. Leadership skills	<input type="radio"/>	<input type="radio"/>				
c. Planning and management	<input type="radio"/>	<input type="radio"/>				
d. Problem solving	<input type="radio"/>	<input type="radio"/>				
e. Self-esteem	<input type="radio"/>	<input type="radio"/>				
f. Technical skills	<input type="radio"/>	<input type="radio"/>				
g. Use of local resources	<input type="radio"/>	<input type="radio"/>				
h. Use of external resources (e.g., grants, international NGOs)	<input type="radio"/>	<input type="radio"/>				
i. Better understanding of Americans	<input type="radio"/>	<input type="radio"/>				
j. Other _____	<input type="radio"/>	<input type="radio"/>				

4. How much impact does your assignment have on the capacities of host country individuals (e.g., students, farmers, villagers) with whom you work?

My impact on host country individuals'...	None 1	2	3	4	Exceptional 5	NA
a. Ability to access information (e.g, library, internet, etc.)	<input type="radio"/>	<input type="radio"/>				
b. Leadership skills	<input type="radio"/>	<input type="radio"/>				
c. Planning and management	<input type="radio"/>	<input type="radio"/>				
d. Problem solving	<input type="radio"/>	<input type="radio"/>				
e. Self-esteem	<input type="radio"/>	<input type="radio"/>				
f. Technical skills	<input type="radio"/>	<input type="radio"/>				
g. Use of local resources	<input type="radio"/>	<input type="radio"/>				
h. Use of external resources (e.g., grants, international NGOs)	<input type="radio"/>	<input type="radio"/>				
i. Better understanding of Americans	<input type="radio"/>	<input type="radio"/>				
j. Other _____	<input type="radio"/>	<input type="radio"/>				

5. Based on your contact with host country nationals, to what extent have host country individuals gained a better understanding of Americans?

Not at all Minimally Moderately Considerably Exceptionally Too early to tell

6. Please provide examples of how you have helped people from your host country gain a better understanding of Americans. *If needed, continue D6 comments on another sheet or last page of survey.*

7. To what extent does your assignment enhance the capacities of organizations (e.g., NGO, school, community group) with whom you work?

My impact on local <u>organizations</u> '...	None				Exceptional	
	1	2	3	4	5	NA
a. Identifying and prioritizing organizational needs	<input type="radio"/>					
b. Leadership	<input type="radio"/>					
c. Management	<input type="radio"/>					
d. Monitoring and evaluation	<input type="radio"/>					
e. Planning and implementing organizational activities	<input type="radio"/>					
f. Teamwork/participatory decision-making	<input type="radio"/>					
g. Use of local resources	<input type="radio"/>					
h. Better understanding of Americans	<input type="radio"/>					
i. Other: _____	<input type="radio"/>					

8. Peace Corps' third goal is to "help promote a better understanding of other peoples on the part of Americans." In which of the following third goal activities (including contact with family and friends) have you participated during your Peace Corps service? *Mark all that apply.*

- Coverdell World Wise School/Correspondence Match (CWWS/CM)
- Electronic updates, stories and/or photos to educate Americans about your host country
- Hard copy/paper updates, stories, or photos to educate Americans about your host country
- Hosting American visitors (friends, family or others)
- Peace Corps Week activities
- Pen pal program/letter exchange (other than World Wise Schools)
- Personal website or blog to educate Americans about your host country
- Podcasts
- While on home leave, spoke at a school or community group
- Other: _____
- No involvement in third goal activities – *Please skip to Question 10.*

9. Would you recommend participation in the Coverdell World Wise Schools/Correspondence Match (CWWS/CM) to other Volunteers?

- I have not participated in CWWS/CM
 - I have participated in CWWS/CM and would recommend it to others
 - I have participated in CWWS/CM and would NOT recommend it to others
- Please explain your answer above:**
-

10. Please evaluate the following resources that you use to support your Volunteer activities.

Mark only <u>ONE</u> choice in each row.	RESOURCE NOT USED			BASED ON MY USE OF THIS RESOURCE, it is:		
	Resource Unavailable	Unaware of Resource	Aware but Not Used	Not Effective	Effective	Very Effective
a. HIV/AIDS funds-PEPFAR/VAST	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. PC Partnership Program (PCPP)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Resource Center materials	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Small Project Assistance (SPA)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Other: _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

E. Peace Corps Support

Your answers will identify areas where support may need to be improved, as well as areas which are meeting your needs.

1. How soon after you arrived in your community was adequate housing available?

- Not yet available
- Immediately
- Within 3 months
- Within 6 months
- Within 1 year
- More than a year

2. When you arrived at your community, how prepared for your arrival were the host people with whom you work?

- Not at all Poorly Adequately Well Very well

3. How well prepared was your site upon your arrival?

- Not at all Poorly Adequately Well Very well

4. How many hours on average does it take you, by your usual means of travel, to reach--

Typical travel time to:	Less than 2 hours	2 to 6 hours	7 to 10 hours	11 to 18 hours	19 to 24 hours	More than 24 hours	NA
a. Main Peace Corps office	<input type="radio"/>						
b. Regional PC office	<input type="radio"/>						
c. PC-approved health care provider	<input type="radio"/>						

5. How satisfied are you with the healthcare you received from your PCMO(s)?

- Not at All Minimally Adequately Considerably Exceptionally Not Used
-

6. Have you experienced a family or personal emergency since you started as a PCV?

- No
- Yes---If "Yes,"

a. How much support and assistance did you receive from Peace Corps?

- None Minimal Moderate Considerable Exceptional
-

b. Please comment on the support you received.

7. Since swearing in, how satisfied are you with the following support provided by in-country Peace Corps staff? Please mark one response for each item.

I am satisfied with in-country PC staff support for:	Not at all 1	2	3	4	Completely 5	NA
a. Administrative/logistical	<input type="radio"/>					
b. Cross-cultural	<input type="radio"/>					
c. Emotional	<input type="radio"/>					
d. Feedback on my work reports	<input type="radio"/>					
e. Job assignment	<input type="radio"/>					
f. Language learning	<input type="radio"/>					
g. Management	<input type="radio"/>					
h. Medical	<input type="radio"/>					
i. Safety and security	<input type="radio"/>					
j. Site selection	<input type="radio"/>					
k. Technical skills	<input type="radio"/>					

8. How much support do you receive from your host country supervisors, sponsors, or counterparts in the following areas? Please mark one response for each item.

My host country supervisor/sponsor/counterpart support for:	None 1	2	3	4	Exceptional 5	NA
a. Administrative/logistical	<input type="radio"/>					
b. Cross-cultural	<input type="radio"/>					
c. Emotional	<input type="radio"/>					
d. Feedback on my project activities	<input type="radio"/>					
e. Job development	<input type="radio"/>					
f. Language	<input type="radio"/>					
g. Safety and security	<input type="radio"/>					
h. Technical skills	<input type="radio"/>					

9. How much Peace Corps support do you receive to help you cope with the stress of HIV/AIDS in your community?

- No support
- Minimal support
- Adequate support
- Considerable support
- Exceptional support
- NA/I have no HIV/AIDS stress

10. How would you rate the visit/s you received from post staff in terms of the following?

	Informative content		My comfort level discussing issues		Responsiveness to my issues		NA/ No Visits
	Inadequate	Adequate	Inadequate	Adequate	Inadequate	Adequate	
a. Country Director	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. APCD/program manager	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Program Training Officer/ Sub-reg. PT Coordinator	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. PCMO	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Safety and Security Coordinator	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Other _____ _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. To what extent does your Country Director interact with Volunteers through training events, in-service conferences, site visits, Volunteer Advisory Council meetings and other informal interaction to be aware of Volunteer issues and concerns?

Not at all Minimally Adequately Considerably Completely

12. To what extent do the following create stress/emotional health issues for you?

Factors creating stress/emotional health issues:	Not at all stressful				Exceptionally stressful	NA
	1	2	3	4	5	
a. Cultural issues	<input type="radio"/>	<input type="radio"/>				
b. Dealing with violence in country	<input type="radio"/>	<input type="radio"/>				
c. Health/medical problems	<input type="radio"/>	<input type="radio"/>				
d. Issues including family, friends, loved ones in U.S.	<input type="radio"/>	<input type="radio"/>				
e. Isolation/loneliness	<input type="radio"/>	<input type="radio"/>				
f. Local language	<input type="radio"/>	<input type="radio"/>				
g. Primary assignment	<input type="radio"/>	<input type="radio"/>				
h. Relationships with HCNs	<input type="radio"/>	<input type="radio"/>				
i. Relationships with other Volunteers	<input type="radio"/>	<input type="radio"/>				
j. Relationships with PC staff	<input type="radio"/>	<input type="radio"/>				
k. Safety and security	<input type="radio"/>	<input type="radio"/>				
l. Other: _____ _____	<input type="radio"/>	<input type="radio"/>				

F. Your Safety and Security

Your answers will help us improve the personal safety of Volunteers while in the Peace Corps. Please remember that the survey is anonymous and will be sealed by you to keep your answers confidential. Your answers will help the Peace Corps improve safety and security training, support, and services.

1. How safe do you feel...

	Not at all Safe	Often Unsafe	Adequately Safe	Usually Safe	Very Safe
a. Where you live	<input type="radio"/>				
b. Where you work	<input type="radio"/>				
c. When you travel in-country	<input type="radio"/>				
d. City where main Peace Corps office is located	<input type="radio"/>				

2. How informed do you feel about events in your host country that might affect your safety?

Not at all informed Very well informed

1 2 3 4 5

3. What are your three most effective sources of information about in-country events that might affect your safety?

1. _____
2. _____
3. _____

4. When traveling in your host country, how often has your safety been threatened by any of the following? Please mark one response for each item.

My safety has been threatened by:	Never 1	2	3	4	Always 5	NA
a. Transportation conditions (e.g., vehicles, drivers, roads, etc.)	<input type="radio"/>					
b. Police stops	<input type="radio"/>					
c. Lodging conditions when traveling	<input type="radio"/>					
d. Harassment by strangers when traveling	<input type="radio"/>					

5. What types of transportation conditions pose the greatest threat to your safety?

1. _____
2. _____
3. _____

6. In the past 12 months in your host country, how often have you personally experienced and reported any of the following in your community and outside your community?

Please enter "0" in the space(s), if you have not experienced/reported the crime.

	IN YOUR COMMUNITY over the past 12 months		OUT-OF-COMMUNITY over the past 12 months	
	Number of times you experienced	Number of times you reported to PC	Number of times you experienced	Number of times you reported to PC
a. Burglary (illegal entry into your permanent or temporary housing, whether or not anything is taken)	_____	_____	_____	_____
b. Theft (no confrontation with thief; for example, pickpocket gets your wallet)	_____	_____	_____	_____
c. Robbery (thief used or threatened force or weapon to take money/items; for example, thief threatened you with knife and took your wallet/purse)	_____	_____	_____	_____
d. Physical assault (without a weapon <u>and</u> no serious injury)	_____	_____	_____	_____
e. Aggravated assault (assault with a weapon <u>or</u> serious injury)	_____	_____	_____	_____
f. Sexual assault other than rape	_____	_____	_____	_____
g. Rape	_____	_____	_____	_____

7. If you experienced and reported any of the following in the past 12 months in your host country, please mark to whom you reported the crime(s).

Please mark all that apply. If you did not report ANY crime, skip to Question 8.

If you did not experience ANY crime, skip to Question 10.

I DID report the crime(s) to my:	PCMO	Country Director	Safety and Security Coordinator	PC Duty Officer	Other PC Staff (APCD, PTO, etc.)	Volunteer Support Network	Community Member
a. Burglary (illegal entry into your housing, whether or not anything is taken)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Theft (no confrontation with thief; for example, pickpocket gets your wallet)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Robbery (thief used or threatened force or weapon to take money/items)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Physical assault (no weapon <u>and</u> no serious injury)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Aggravated assault (assault with a weapon <u>or</u> serious injury)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Sexual assault other than rape	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Rape	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. **If you did not report your experience with crime, please mark your reason(s) for not reporting the crime(s).** Please mark all that apply.

I DID NOT report because:	I did not think the Peace Corps could help.	I believed it could result in changing sites.	I felt it was too minor or common to report.	My concerns of a possible breach in confidentiality	Reporting might result in disciplinary action against me.	It might hurt my relationship with the community.
a. Burglary (illegal entry into your housing, whether or not anything is taken)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Theft (no confrontation with thief; for example, pickpocket gets your wallet)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Robbery (thief used or threatened force or weapon to take money/items)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Physical assault (no weapon and no serious injury)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Aggravated assault (assault with a weapon or serious injury)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Sexual assault other than rape	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Rape	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. **If you experienced any of the following during the last 12 months in your host country, please indicate who you believe was responsible.** Mark all that apply or "NA" if you did not experience.

Person/s responsible for the crime:	NA/ No crime	Stranger	Friend/ Social Acquaintance (not co-worker and not PC)	Counterpart, Co-worker or Management (not PC)	Other PCV	PC Staff (U.S./ HCN)	Host Country Family Member	Do not know
a. Burglary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Theft	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Robbery	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Physical assault	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Aggravated assault	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Sexual assault other than rape	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Rape	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

10. **If you experienced discrimination/harassment during the last 12 months in your host country, please mark who was responsible for that type of discrimination/harassment.** Mark all that apply and "NA" if you did not experience.

Person/s responsible for the discrimination/ harassment:	NA	Stranger	Friend/ Social Acquaintance (not co-worker and not PC)	Counterpart, Co-worker or Management (not PC)	Other PCV	PC Staff (U.S./ HCN)	Host Country Family Member	Other
a. Age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Anti-American	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Gender discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Racial/color/ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Religious	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Sexual (verbal)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Sexual (physical)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

G. Volunteers working in HIV/AIDS

Peace Corps will use this information to better support the work of Volunteers in HIV/AIDS.

1. Which of the following best describes your involvement in HIV/AIDS activities?

- HIV/AIDS work is my primary assignment.
- HIV/AIDS work is part of my secondary activities.
- I have been involved in HIV/AIDS efforts but not as part of my primary assignment or secondary activities.
- I have not been involved in any HIV/AIDS related activities – *Please skip to Section H.*

2. How well has Peace Corps training (PST, IST, and host-country sponsored) prepared you to undertake your HIV/AIDS activities?

- | | | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Not at all | Poorly | Adequately | Well | Very well | NA |
| <input type="radio"/> |

3. What resources have you found useful in your work on HIV/AIDS? *Please mark all that apply.*

- | | |
|--|--|
| <input type="radio"/> Peace Corps Life Skills Manual | <input type="radio"/> Local Ministry or NGO materials |
| <input type="radio"/> Peace Corps HIV/AIDS Idea Book | <input type="radio"/> Other international organization materials |
| <input type="radio"/> HIV/AIDS Funding (e.g. PEPFAR, VAST) | <input type="radio"/> UNAIDS materials |
| <input type="radio"/> Other _____ | |

4. To whom do you go when you need more information or advice in order to do a better job on HIV/AIDS in your community? *Please mark all that apply.*

- | | |
|--|--|
| <input type="radio"/> APCD | <input type="radio"/> Local counterpart |
| <input type="radio"/> CD | <input type="radio"/> Local expert from another organization |
| <input type="radio"/> Fellow PCV | <input type="radio"/> PCMO |
| <input type="radio"/> Other _____ | |
| <input type="radio"/> No resource person available | |

5. What would be helpful to you now in your HIV/AIDS work? *Please mark all that apply.*

- References with HIV/AIDS information
- Training tools to use in the community
- Workshops on training skills
- Workshops on specific skills such as advising community members on difficult issues
- Workshops on technical issues such as treatment, home care, and orphan care
- Visits from persons with technical knowledge
- Other _____

6. How important is it that Peace Corps provide you with emotional support/someone to talk to about coping with HIV/AIDS in your community?

- | | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Not at all | Minimally | Moderately | Considerably | Exceptionally |
| <input type="radio"/> |

7. In working with host country individuals or groups, how would you rate the effectiveness of your specific HIV/AIDS activities?

Seldom effective

Sometimes effective

Often effective

Almost always effective

Don't know

8. Please explain your answer to Question 7 and provide examples or any other comments about your work in HIV/AIDS:

H. Your overall assessment of your Peace Corps experience

1. How personally rewarding do you find your overall Peace Corps service?

Not at all

Minimally

Moderately

Considerably

Exceptionally

2. Today, would you still make the same decision to join the Peace Corps?

No

Not likely

Possibly

Probably

Definitely

3. Would you recommend Peace Corps service to others you think are qualified?

No

Not likely

Possibly

Probably

Definitely

4. Do you intend to complete your Peace Corps service?

No

Not sure

Yes

Might extend

5. How well do your Peace Corps experiences match the expectations you had before you became a Volunteer?

Not at all

Minimally

Moderately

Considerably

Exceptionally

6. Would your host country benefit the most if the Peace Corps program were – ?

Please mark the one choice that best describes your view.

Discontinued

Reduced

Refocused/re-designed

Maintained as is

Expanded

I. Background Information

This information tells us how different groups answer survey questions and shows us if any group is not well represented.

1. **Age:** _____
2. **Sex:**
 Female Male
3. **Are you Hispanic/Latino?** *Please mark only one.*
 Yes, Hispanic/Latino (*Of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race*)
 No, not Hispanic/Latino
4. **What is your race?** *Mark as many as apply to indicate what you consider yourself to be.*
 Asian American
 American Indian or Alaska Native
 Black or African American
 Native Hawaiian/Other Pacific Islander
 White
 Other _____
5. **Marital status at time of joining the Peace Corps:**
 Single, never married
 Married/serving with spouse
 Married/serving without spouse
 Divorced
 Widowed
6. **Highest educational level completed to date:** *Please mark only one.*
 High school diploma or equivalent
 Technical school graduate
 Community college/ Associate's degree
 Bachelor's degree
 Master's degree
 Doctoral degree
 Other _____
7. **Are you a Master's International (MI) student?**
 Yes No
8. **Are you interested in the Fellows/USA Program?**
 No
 Yes
 Don't know enough about the program

If yes, what academic field do you think you might pursue? _____

J. Your Recommendations

Please use a DARK INK BALLPOINT pen for this section. Please do not use a felt-tip pen.

My host country: _____

Your survey feedback is essential in improving post management. However, if you prefer that your comments on this page not be shared with the post, please mark below.

No, I do not want my comments below shared with the post.

1. How can the Peace Corps better address the needs of your host country?

2. How are the realities of Peace Corps service different from your expectations before you became a Volunteer?

3. If you have additional comments or concerns you would like to share, please do so on the lines provided below.

Thank you for completing this survey!

Please seal it in the envelope provided and return it immediately to your Peace Corps office at post. Your survey must be received by the Office of Strategic Information, Research and Planning in Washington D.C. no later than two weeks after the survey ends on July 31st for your feedback to be included in the global results.

Peace Corps

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